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LABOUR GAZETTE

NOVEMBER 1954

DL. LIV No. 11

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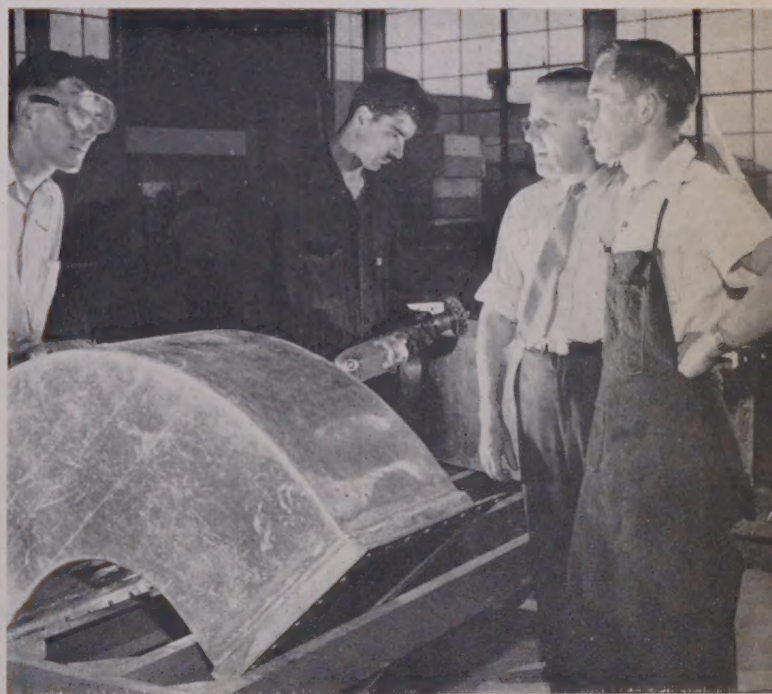
Office Employees' Working
Conditions, 1950-54



Published Monthly
by the

DEPARTMENT
OF LABOUR

CANADA



THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Milton F. Gregg, Minister

A. H. Brown, Deputy Minister

Published Monthly in
English and French

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manpower and labour relations

REVIEW

Economics and Research Branch, Department of Labour, Canada

Current Manpower Situation

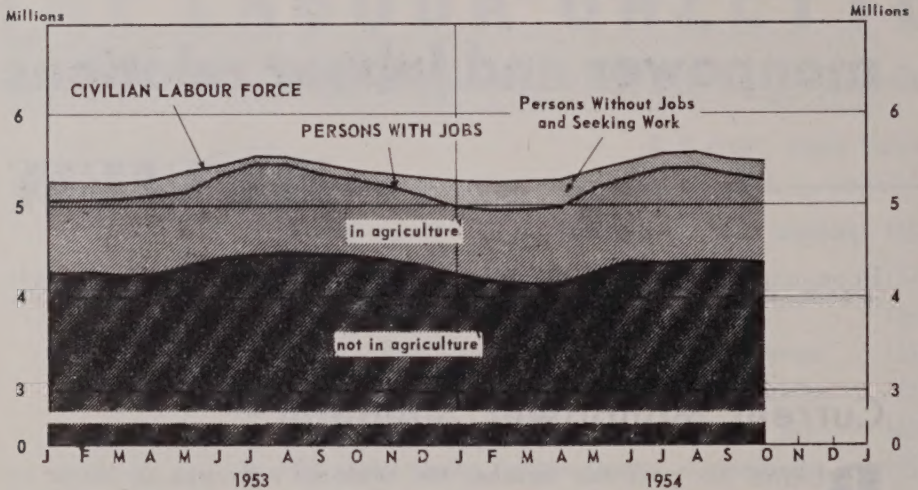
DURING the past two months, the seasonal reduction in labour requirements, which usually begins in September each year, was somewhat smaller than last year. Firmer labour demand has helped to reduce the year-to-year increase in unemployment despite a fairly large gain in the labour force. This gradual improvement comes largely from increasing employment in the primary industries, particularly in agriculture, where employment has been higher than last year during the past four months. A high level of activity in construction during the fall months and continued growth of employment in the service and trade industries have also contributed. On the other hand, manufacturing employment has not increased, although greater stability has been evident in recent months.

The main factors affecting the manpower situation during October were a high level of activity in agriculture, a seasonal increase in hiring for woods operations and employment declines in the tourist industry, the railroads, fruit and vegetable canning and construction. The net effect of these offsetting developments is indicated in the Dominion Bureau of Statistics labour force survey for the week ending October 23, which shows that total employment declined by about 34,000 during October, a considerably smaller drop than for the same period last year. For the first time in 1954, more persons held jobs and more persons were working than a year earlier. A greater number also worked less than full time, however, and there were proportionately more persons employed in agriculture.

The seasonal employment decline during October was slightly greater than the withdrawal from the labour force and, consequently, the number of persons without jobs and seeking work increased by an estimated 12,000 during the month. During the same period, the number of applications on file at National Employment Service offices increased by

A Monthly Labour Gazette Feature

THE LABOUR FORCE



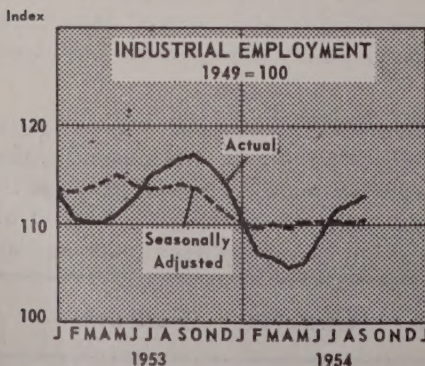
16,000 to a total of 259,000 at October 21. This represents a year-to-year increase of 67,500, most of which has occurred in Ontario and Quebec.

A notable development in recent months has been the shift of workers into agriculture from non-agricultural industries. The year-to-year increase in the total number of persons with jobs recorded in the latest survey is, in fact, the result of an estimated gain of 100,000 in agriculture and an offsetting decline of some 90,000 in non-agricultural activities. The increase in agricultural job-holders became evident in mid-summer; their number has since been, on the average, 55,000 greater than last year, offsetting a decrease in other industries during the same period.

The reasons for the increase in agricultural employment in October are not entirely clear. In part, the gain is attributable to a spell of fine weather in mid-October, which enabled farmers to make up for delays experienced earlier in the harvest season. The increase, however, is probably related, to a greater extent, to reduced job opportunities in other industries. It is significant that the increase in agricultural jobs has taken place almost entirely in Ontario and Quebec, where the greatest

declines in non-agricultural employment have also occurred. This suggests that the traditional flow of workers from farms to urban centres may have been at least temporarily reversed because of declining job opportunities in many manufacturing industries.

The non-agricultural sector has been characterized by unusual stability during the summer months. As indicated in the accompanying chart, non-agricultural employment dropped sharply last winter but



recovered quickly in the spring. The rise was halted in June and since then little or no change has occurred in total industrial employment.

This stability has concealed divergent movements among the component industrial groups. There has been a further weakening in manufacturing employment during the summer which can be traced in part to lay-offs in plants producing farm implements and in part to lay-offs in the large transportation equipment industries. On the other hand, logging employment picked up strongly and reached a level higher than last year and construction activity also showed strength in the late summer. In almost all other non-agricultural sectors, employment increased more than seasonally this summer.

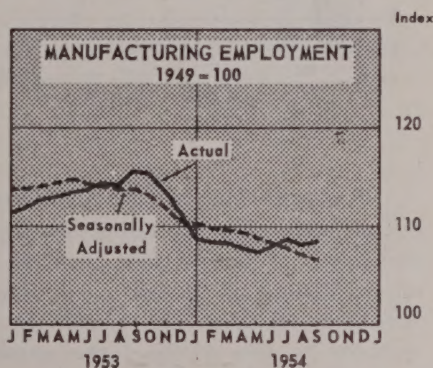
Notable variations in employment have also been evident in manufacturing during the summer months. Employment declines were most marked in the automotive industry, caused by early lay-offs for model change-over and by the strike at the Ford Motor Company, which is still unsettled. A considerable number of workers has also been released in shipbuilding and from firms producing automotive parts, agricultural implements, railway rolling stock and aircraft. In contrast, labour requirements in textiles, clothing and most of the other non-durable consumer goods industries have shown a gradual increase since mid-summer. Such industries as fabricated iron and steel and machinery manufacturing have also shown greater strength than usual at this season, although employment continued well below last year's.

The year-to-year increase in construction predicted earlier this year has not been reflected, so far, in employment. Construction employment at September 1, as reported to the Dominion Bureau of Statistics by firms with 15 or more employees, was eight per cent lower than a year earlier. It is probable, however, that over-all construction employment is at about last year's level because of a recent strong upswing in residential construction, much of which

is undertaken by contractors with fewer than 15 employees. In addition to housing, construction work related to trade, finance, government and institutions has shown considerable strength. On the other hand, the volume of construction work involved in resource and industrial development has been declining through the past year and it is likely that the consequent employment declines have offset the gains in other types of construction.

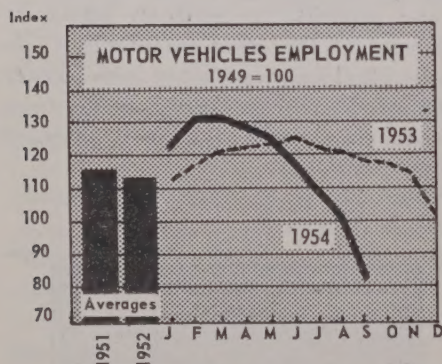
Motor Vehicles Industry

For the first few months of 1954, employment in the motor vehicles industry was higher than in 1953. Since March, however, employment in



this industry has declined steadily, whereas in 1953 there was a steady gain from January through July. As a result, by the end of the summer, employment was 20 per cent below last year's.

These employment trends, as shown in the accompanying chart, reflect contrasting patterns of production and sales between the two years. The industry entered 1954 optimistic about the market and during the first four months of the year maintained a production rate almost comparable to that of 1953. Output in the commercial vehicles sector was down 28 per cent but the total was maintained by a six-per-cent rise in the production of passenger cars. Against this relatively high total production rate, however, total sales during the first four-month period were down almost 20 per cent from 1953; those of passenger cars were 18 per cent lower and of commercial vehicles, 30 per cent. The task of disposing of the large stocks of new 1953 models remaining at the end of the selling year had a depressing effect on the market for new models during the early months of 1954.



During the four months after April, severe cutbacks in production rates brought output for the eight-month period fairly closely in line with sales. The production of 285,750 units during the eight months represented a 20-per-cent reduction from the 1953 volume for the same period and sales at 289,010 units represented a decrease of 17 per cent. This sales drop comprised declines of 13 per cent for passenger cars and 28 per cent for commercial vehicles.

Reports since the end of August indicate that a close balance between production and sales has been maintained through the fall months and that, unlike last year, dealers will be entering the 1955 market with no depressing carry-over of previous year's models. This more favourable inventory position has already been reflected in a progressive recall of workers by two of the larger producers for production of 1955 models.

Labour-Management Relations

AT mid-November a number of important labour-management disputes remained unsettled. Several work stoppages involving large bargaining units of workers began during September and October. A recent settlement offer arising out of conciliation in the strike of 2,500 farm implement workers of the Massey-Harris-Ferguson Company Limited at Toronto was rejected by vote of the employees, who are represented by the United Automobile, Aircraft and Agricultural Implement Workers of America. The differences that led to the work stoppage involving the same union and the Ford Motor Company of Canada, Limited, and affecting more than 7,000 workers did not appear to be nearing settlement. Other work stoppages concerned the Dominion Bridge Co., Limited, Lachine and Longue Point, and the United Steelworkers of America (involving more than 1,000 workers); Canadian Cannery (Western), Limited, and the United Packinghouse Workers of America (more than 500 canning factory workers in British Columbia); Standard Sanitary and Dominion Radiator Limited, Toronto, and the United Steelworkers of America (more than 700 plumbing and heating equipment employees).

During October numerous settlements covering large numbers of employees were reached. Approximately 10,000 workers are directly affected by new agreements between the United Packinghouse Workers of America and the three major meat packing concerns, Canada Packers, Limited, Swift Canadian Co., Limited, and Burns & Co., Limited. The agreements provide a wage increase of three cents an hour, retroactive to August 1, and further increases amounting to approximately six cents an hour during the life of the two-year agreements. Following prolonged negotiations and conciliation, a one-year agreement was signed by representatives of the Canadian General Electric Company Limited and the United Electrical, Radio and Machine Workers of America. Several thousand employees in plants at Toronto and Peterborough are covered by the agreement under which fringe benefits are improved but wage rates remain the same as before. About 4,000 plumbers and steamfitters in Montreal, who went on strike September 14, returned to work early in November when agreements for an immediate 5-cent-an-hour wage increase and further increases during the life of the contracts were reached between plumbing and heating contractors, the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, and the *Syndicat National des Plombiers*. A strike in Winnipeg, also involving plumbers, was settled late in October. Workers gained an increase in wage rates of 15 cents an hour. Some 1,000 employees of the Dominion Engineering Co., Limited, Lachine, on strike during most of the month of October, returned to work when the Company and the International Association of Machinists agreed on a new contract providing increases in wage rates and other gains.

Negotiations during 1954 have, in general, been prolonged and strong differences have frequently arisen, particularly over union requests for wage increases. The impact of work stoppages, which had been

slight during most of the year, increased sharply in September and October. During October, 29 stoppages were in progress. These involved more than 26,000 workers and a time loss of 310,000 man-days.

Wage Changes, October 1953 to 1954

Statistical information making possible an appraisal of wage trends during the past year is now available from several sources.

The accompanying tables indicate that considerably fewer wage increases have been effected this year than last and that the increases that have occurred are generally for smaller amounts.

Table 1 — Comparison of Changes in Wage Rates for Years Ending October, 1953 and 1954

Change in Wage Rates in Cents per Hour	Per Cent of Establishments	
	October 1953 to October 1954	October 1952 to October 1953
Decrease	1	(1)
No Change	57	37
Increase		
Less than 5¢	13	14
5¢	9	9
5.1¢ — 9.9¢	12	24
10¢	3	3
10.1¢ — 14.9¢	3	7
15¢ and over	2	6
Total	100	100

(1) Less than one-half of one per cent.

about half gave increases of more than five cents an hour. The previous year almost two-thirds of the increases granted were higher than five cents.

This year as last, increases of more than ten cents an hour were infrequent. Examples of wage decreases, on the other hand, were extremely rare.

Collectively bargained wage adjustments during the period October 1953 to October 1954, based on a survey of 395 collective agreements, are shown in Table 2. The agreements examined are those, among a selected sample of 1,000 used in the Economics and Research Branch for analytical purposes, that were bargained and forwarded to the Branch during the period. A further substantial number of contracts in the sample were subject to bargaining during the year. Some had been signed but had not, at the date of writing, been forwarded to the Branch. Others were still under negotiation. There was also a substantial number of two-year agreements not subject to bargaining during the period under review.

Table 2 - Wage Changes Bargained in Sample of 395 Collective Agreements,
October 1, 1953 to October 1, 1954

Wage Change in Cents per Hour	Agreements		Workers Covered	
	Number	Per Cent	Number	Per Cent
Decrease.....	2	0.5	500	0.2
No Change	86	21.8	87,379	33.1
Increase	307	77.7	176,123	66.7
0 - 4.9 cents	79	20.0	29,951	11.3
5 - 9.9 cents	140	35.5	94,821	35.9
10 - 14.9 cents	57	14.4	36,948	14.0
15 cents or more	31	7.8	14,403	5.5
Totals	395	100.0	264,002	100.0

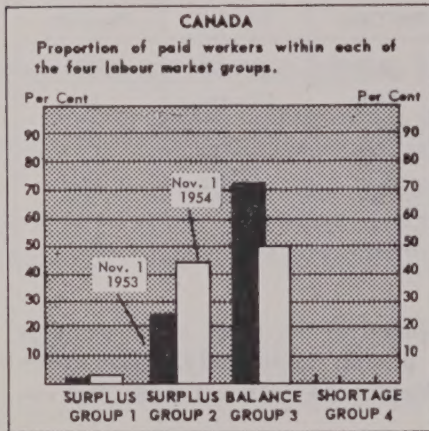
While most of the agreements included in the table cover a single establishment, some apply to several plants. Conversely, some agreements apply only to small groups of employees within a particular establishment.

Although the information provided in Table 2 is not strictly comparable with that of Table 1, it will be noted that where increases were granted they were most frequently in the range 5-9.9 cents an hour according to both surveys. However, the proportion of settlements for amounts greater than ten cents, as shown in Table 2, is slightly larger than the proportion indicated in the reports of establishments covered in Table 1. About 22 per cent of the agreements included in Table 2 failed to provide a wage increase, compared with 57 per cent of the establishments surveyed in Table 1. Part of this difference can be explained by the fact that firms having a two-year agreement had not bargained during the period, and firms having agreements in which bargaining was under way but not concluded during the period, do not show up in Table 2. On the other hand, such firms will have reported no wage change in the survey covered in Table 1.

Comparison of the wage changes in collective agreements, as shown in Table 2, with similar information for previous years indicates a downward trend in the amounts of wage increases being negotiated. An analysis of a sample of agreements bargained during the first nine months of 1953 (L.G., Oct. 1953, p. 1410) shows that the largest concentration of increases in that period was also in the 5-9.9-cents-an-hour range. In the 1953 analysis, however, 40 per cent of the agreements had increases in higher ranges, compared with 22 per cent in the current survey. On the other hand, the proportion of agreements in the 0-4.9 range in Table 2 is double that in the 1953 analysis, while the percentage having no change is more than twice as great. In terms of workers covered, the proportion failing to get a wage increase is much higher in the current analysis.

Compared with surveys of agreements made in 1952 and 1951, the current amounts of wage settlements have declined sharply. In 1951-1952, wage increases of more than ten cents an hour were the rule and very few agreements failed to provide some wage increase (L.G., Mar. 1953, p. 348 and Mar. 1952, p. 268).

Manpower Situation in Local Areas



OCTOBER marked the beginning of a transition from summer to winter levels of activity. Hiring for pulp cutting and lumbering recorded a sharp upturn, absorbing some 15,000–20,000 workers. On the other hand, the demand for labour showed a seasonal decline in the food and beverage, rail and water transportation, service and construction industries, which normally experience an employment decline of more than 20,000 at this time.

Reductions in labour requirements were reflected in an increasing supply of workers in most labour market areas, although labour surpluses seemed to be accumulating more slowly than last year. During the month, 14 areas were reclassified. One area, New Glasgow, moved into the substantial surplus category, in which Windsor and Oshawa were also again classified. Four other large industrial and eight minor areas moved from the balanced to the moderate surplus category, and one area, Rouyn-Val d'Or, moved from the moderate surplus to the balanced category. As shown in the accompanying table, the number of areas with a balanced labour demand-supply situation at November 1 was considerably smaller than last year, although the difference had narrowed during the month owing to some delay in the downturn of seasonal activity, particularly in agriculture.

The higher level of unemployment this year continued to be the result of less buoyant conditions in industrial centres. As illustrated in the bar chart above, areas in the labour surplus categories covered one-half of the country's wage earners, compared with 27 per cent last year. This difference is largely accounted for by the increase in available workers that has developed this year in such large centres as Montreal and Quebec.

Labour Market Area	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Nov. 1 1954	Nov. 1 1953	Nov. 1 1954	Nov. 1 1953	Nov. 1 1954	Nov. 1 1953	Nov. 1 1954	Nov. 1 1953
Metropolitan	1	1	4	2	6	8	—	—
Major Industrial	2	—	18	15	7	12	—	—
Major Agricultural	—	—	1	1	13	13	—	—
Minor	—	—	21	16	36	41	—	—
Total	3	1	44	34	62	74	—	—

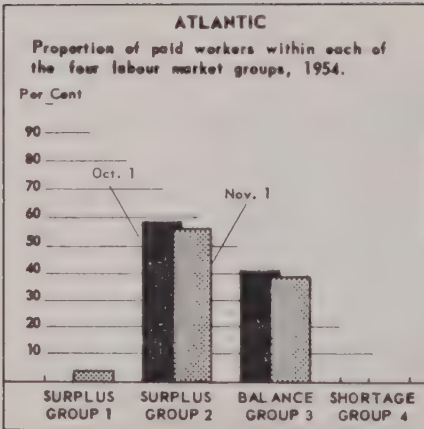
*See inside back cover, *Labour Gazette*.

CLASSIFICATION OF LABOUR MARKET AREAS, November 1, 1954

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	Hamilton MONTREAL QUEBEC - LEVIS Vancouver - New Westminster	Calgary Edmonton Ottawa - Hull St. John's Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	NEW GLASGOW Oshawa	Brantford Cerner Brook Cansuall Farnham - Granby FORT WILLIAM - PORT ARTHUR Guelph Halifax Moncton Niagara Peninsula Peterborough Joliette Sarnia Saint John Shawmigan Falls Shawbrooke Sydney Trois Rivières VICTORIA	Kingston Kitchener Lee St. Jean London ROUYN - VAL D'OR Sudbury Timmins - Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)		Chatham	Barrie Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Rivière du Loup Saskatoon Therford - Magentic - St. Georges Yorkton	
MINOR AREAS (labour force 10,000 - 25,000)		Beauport BRACEBRIDGE Campbellton Drummondville Fredericton Galt Lindsay Newcastle North Bay OWEN SOUND PEMBROKE PRINCE GEORGE PRINCE RUPERT Sault Ste. Marie STE. AGATHE - ST. JEROME Sorel St. Mycinthe St. Stephen Valleyfield VICTORIAVILLE YARMOUTH	Bathurst Belleville - Trenton Brampton Bridgewater Central Vancouver Island Chilliwack Cranbrook Dauphin Dawson Creek Drumheller Edmundston Gaspé Goderich Grand Falls Kamloops Keniville Lachute - Ste. Theres Listowel Medicine Hat Montmagny Okanagan Valley Portage la Prairie Quebec North Shore Rimouski Simcoe St. Jean Stratford St. Thomas Summerside Swift Current Trail - Nelson Truro Walkerton Wayburn Woodstock - Ingersoll Woodstock, N.B.	

→ The areas shown in capital letters are those that have been reclassified during the month an arrow indicates the group from which they moved.

ATLANTIC



SEASONAL demands for labour were still quite strong in the Atlantic region during October, although the usual seasonal contraction of employment had begun. The initial decline occurred somewhat later than last year. At October 23, persons with jobs numbered 496,000, down 10,000 from the previous month but 8,000 higher than for the same date in 1953. Both full-time and part-time employment were at higher levels than a year earlier, the total figure showing a year-to-year increase for the first time in 1954.

Small lay-offs in some manufacturing plants and a slight reduction in construction labour requirements were the principal reasons for the downturn of employment during the month. These declines were partially offset by a sharp upswing in logging activity, which reached a level significantly higher than that of a year ago. In addition, hirings increased in confectionery and candy factories, to fill Christmas orders, and the potato harvest stimulated the demand for agricultural workers.

Some of the major industries of the region, however, continued to operate at lower levels than last year. This was particularly true of railways, which experienced a sharp decline in freight movements, and in iron and steel manufacturing, where production was curtailed owing to declining orders. Losses in these industries were largely offset by increases in logging and pulp and paper manufacturing.

Two areas were reclassified during the month—New Glasgow from the moderate to the substantial surplus category and Yarmouth, from balance to the moderate surplus category. Of the 21 areas in the region, ten were in balance, ten in the moderate and one in the substantial surplus category at the beginning of November. At November 1, 1953, 12 areas were in balance and nine in the moderate surplus category.

Local Area Developments

St. John's (metropolitan). Remained in Group 3. A reduction in employment occurred in fish packing plants, partly because of light catches but chiefly because the new plant at Burin was destroyed by fire during the month. Total industrial employment continued at a level slightly lower than a year earlier. The construction industry accounted for most of the year-to-year decline.

New Glasgow (major industrial). From Group 2 to Group 1. Employment contracted in the coal mining and railway rolling stock industries. During September and October, layoffs in railway rolling stock totalled 800, representing the sharpest employment decline in manufacturing this year. The duration of these layoffs depends on orders for freight cars.

Yarmouth (minor). From Group 3 to Group 2. Seasonal declines in fishing and fish processing are the principal reasons for reduced activity in this area.

QUEBEC

EMPLOYMENT in the Quebec region continued at a relatively high level during October as many of the workers released from summer seasonal industries moved into fall and winter work. In addition, there was some rehiring of textile, furniture and other manufacturing workers laid off earlier in the year. Over-all labour requirements were declining seasonally, however, although at a somewhat slower rate than a year ago. The decline was especially evident in the last half of the month, when hiring in logging was limited to

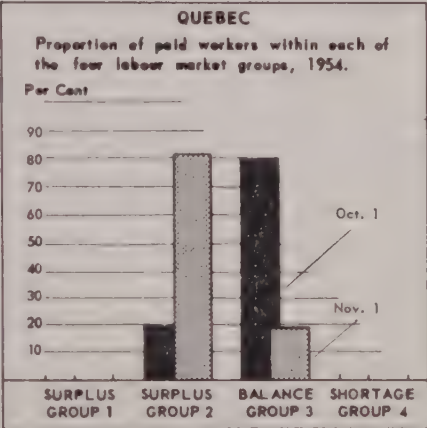
filling replacement needs. The number of persons at work full-time totalled 1,387,000 at October 23, a decline of 13,000 from the number reported a month earlier. Part-time employment declined by 3,000 during the same period to a total of 68,000.

By the end of October, the number of persons registered for work in the textile industry was about the same as a year earlier; in heavy industry it was substantially greater. Little rehiring had yet occurred in the aircraft, railway rolling stock and machinery manufacturing industries, where employment was considerably lower than a year before. Employment increases in industries such as pulp and paper, trade and insurance did not quite offset decreases in other industrial sectors. In total, 19,000 fewer persons were at work in all industries in Quebec at October 23 than at the same time last year.

During the month, moderate labour surpluses developed in four areas, including Montreal and Quebec-Levis, which were formerly in balance. Labour market classifications of other areas remained unchanged, except for Rouyn-Val d'Or, where hiring of loggers was sufficient to change the situation from one of moderate surplus to balance. At November 1, of the 24 areas in the region, ten were in balance and 14 in the moderate labour surplus category.

Local Area Developments

Montreal (metropolitan). From Group 3 to Group 2. The strike of plumbing tradesmen forced an earlier decline than usual in construction, adding to the influx of seasonal workers into the labour market. Employment was maintained at the dockyards, however, where a peak load of traffic was being pushed through before the winter closing of the port. Some evidence of employment stability has appeared in the non-seasonal sector of the industry in the area.



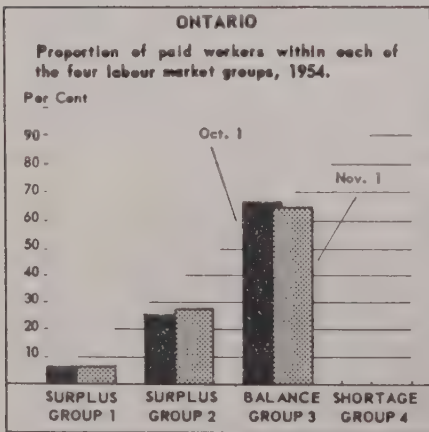
Quebec-Levis (metropolitan). From Group 3 to Group 2. Seasonal decline in employment was slow as construction and shipbuilding activity continued at high levels. Movement of men into woods work was extensive during the early part of the month.

Rouyn-Val d'Or (major industrial). From Group 2 to Group 3. Current improvement reflects stabilized employment in mining together with recruiting of woods workers in the area. Employment in construction also showed more strength than usual this year.

Trois-Rivières (major industrial). Remained in Group 2. Registrations for employment were considerably higher than in October 1953. Continued slackness in heavy industry appeared to be the major factor. Year-to-year declines in activity were also recorded in the boot and shoe, sash and door and paper manufacturing plants.

Ste. Agathe - St. Jérôme and Victoriaville (minor). From Group 3 to Group 2.

ONTARIO



TOTAL employment in the Ontario region changed very little during October although there were slight changes in various industries. The total number of persons with jobs at October 23 was 1,921,000, compared with 1,928,000 a month earlier and 1,916,000 a year earlier. The slight decline in total employment during the month was balanced by an approximately equal withdrawal from the labour force, as temporary workers in some of the seasonal industries such as agriculture and fruit and vegetable processing left the labour force.

A year-to-year increase was recorded in October in the number of persons with jobs but at the same time, the labour force increased more than in any other region, largely through immigration. The year-to-year increase in unemployment was also greater than in any other region.

Employment trends varied considerably in different industries during October, particularly in the manufacturing sector. Slight employment increases occurred in some of the textile, meat processing, consumer electrical apparatus and automobile plants. On the other hand, further declines occurred in the primary iron and steel, sawmill and agricultural implement industries and in some of the supplier companies affected by the strike-bound Ford Motor Company and Massey-Harris-Ferguson plants. The construction industry continued firm during October; activity increased in some areas during the fine weather at the end of the month. Hiring for woods operations was proceeding at a very gradual pace and employment in logging reached about the same level as a year earlier.

The number of job registrations increased slightly in most of the Ontario local areas during October but the increases were only sufficiently large to cause reclassification of three minor areas—Bracebridge, Owen Sound, and Pembroke. At the beginning of November, 17 of the 34 areas were still in balance, 15 were in the moderate surplus and two in the substantial surplus category. This compared with 30 in balance, three in the moderate and one in the substantial surplus category a year earlier.

Local Area Developments

Hamilton (metropolitan). Remained in Group 2. Contrary to usual seasonal patterns, demand for construction workers increased towards the end of October. Although unemployment in the area was considerably higher than a year ago, labour demand appeared to be holding firm whereas at this time last year it was declining rapidly.

Ottawa-Hull (metropolitan). Remained in Group 3. Little change occurred in the labour market in Ottawa during the month. Demand for construction workers and for engineers remained strong.

Toronto (metropolitan). Remained in Group 3. There was a slight improvement in the electrical apparatus industry during the month but activity in heavy industries continued slow. Construction work was brisk and the labour supply plentiful. The floods caused some temporary work stoppages but many workers were employed in emergency clearing operations.

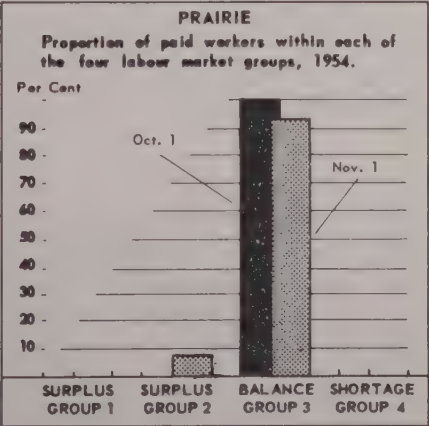
Windsor (metropolitan). Remained in Group 1. No change occurred in the labour market situation as the Ford strike continued to affect supplier plants. The Chrysler Corporation of Canada began production of new models but was not back to full production schedules.

Oshawa (major industrial). Remained in Group 1. There was considerable improvement in the employment situation during October as General Motors began production of new models.

Bracebridge, Owen Sound and Pembroke (minor). From Group 3 to Group 2.

PRAIRIE

EMPLOYMENT increased slightly in the Prairie region during October, a month when a decline usually occurs. Favourable weather, which followed a prolonged spell of poor harvesting conditions, resulted in a pick-up in farm labour requirement for the completion of the 1954 grain crop harvest. Industrial employment, though continuing at a high level, declined slightly, in accordance with the usual seasonal pattern. The construction industry showed particular buoyancy following a change in weather



conditions and several large building projects were undertaken during the month. At October 23, the number of persons with jobs totalled 949,000, an increase of 4,000 from the previous month and 8,000 from the estimate for a year earlier.

The general level of industrial employment during October was about the same as a year before. The construction and service industries continued to show the most buoyancy, recording large year-to-year increases in all the three provinces. On the other hand, employment in rail transportation and coal mining industries continued well below last year's levels.

Only one area, Fort William-Port Arthur, was reclassified during the month—from the balanced to the moderate surplus category. With this change, one of the 20 areas in the region was in the moderate surplus category and 19 were in balance at the beginning of November. At November 1, 1953, all 20 were in balance.

Local Area Developments

Edmonton (metropolitan). Remained in Group 3. Construction employment showed a further rise but labour requirements were being met by a steady influx of workers from other areas. Heavy demands continued for carpenters, painters, plumbers, steam fitters, cement finishers, brick layers and plasterers. On the other hand, the available supply of unskilled workers increased more quickly during the month than it could be absorbed.

Winnipeg (metropolitan). Remained in Group 3. Little change occurred in over-all labour demand and supply. The volume of construction work undertaken during the month continued to increase.

Calgary (metropolitan). Remained in Group 3. All segments of the construction industry showed accelerated activity. Contractors were working a 12-hour day on highway and road work in order to make up for time lost because of bad weather earlier in the season and house-building activity reached a seasonal peak, following a pick-up in residential construction. The value of new residential construction begun during the month amounted to about \$4,500,000. Total industrial employment at the beginning of September was about two per cent higher than in the same month last year.

Fort William-Port Arthur (major industrial). From Group 3 to Group 2. Further lay-offs occurred at Port Arthur shipyards and employment in agriculture declined. These employment reductions were partially offset by an upswing in logging activity, which reached a seasonal peak during the month.

PACIFIC

EMPLOYMENT in the Pacific region remained quite stable during October, although some small lay-offs in seasonal industries were reported. The number of persons at work declined slightly from 414,000 at September 18 to 410,000 at October 23. The comparable total in October 1953 was 406,000.

During the month, there was moderate demand for certain types of agricultural labour, particularly potato and apple pickers. Logging and

sawmill employment remained at a high level in most areas, the notable exception being Prince George, where extremely wet weather seriously curtailed operations. Sustained domestic and export demand for lumber kept sawmills busy. Manufacturing employment showed little change; employment in construction remained fairly high, although some lay-offs were reported following the completion or near-completion of a number of projects.

In October, three labour market areas were reclassified from the balanced to the moderate labour surplus category. As a result, six of the ten labour market areas were in balance and four had a moderate labour surplus at the beginning of November. At November 1, 1953, five areas were in balance and five had a moderate labour surplus. Trail-Nelson, in balance this year, had a moderate labour surplus a year ago and was the only labour market area in a different category from last year. Apart from this area, labour supplies were the same or higher than last year in all areas, including Vancouver-New Westminster, where more than half the paid workers in the region are located.

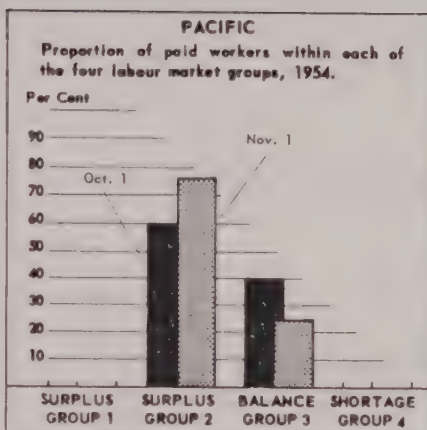
Local Area Developments

Vancouver-New Westminster (metropolitan). Remained in Group 2. The usual fall decline in employment occurred as activity decreased in seasonal industries. Logging camps and sawmills continued to operate at capacity; log supplies were adequate and lumber markets firm. Shingle, plywood, and pulp and paper mills were still busy and there appeared to be no easing in current demand. Some lay-offs occurred in foundries and machine shops. The construction industry operated at about the same level as in September. Apartment building predominated and was expected to prolong employment into the winter by providing a considerable amount of inside work.

Victoria (major industrial). From Group 3 to Group 2. Logging continued at peak production. Sawmills were exceptionally busy filling export orders, which resulted in a very high level of employment. Some lay-offs occurred in shipbuilding but the employment situation was considered more stable.

Prince George (minor). From Group 3 to Group 2. Extremely wet weather resulted in a sharp decrease in logging, sawmilling and construction.

Prince Rupert (minor). From Group 3 to Group 2.



Current Labour Statistics

(Latest available statistics as of November 10, 1954)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Oct. 23	5,461,000	- 0.4	+ 1.4
Persons with jobs	Oct. 23	5,282,000	- 0.6	+ 0.2
At work 35 hours or more	Oct. 23	4,819,000	0.0	- 0.8
At work less than 35 hours.....	Oct. 23	334,000	- 2.9	+16.0
On short time	Oct. 23	31,000	+14.8	-16.2
Usually work less than 35 hours....	Oct. 23	211,000	+ 9.9	+15.3
Other reasons	Oct. 23	92,000	-26.4	+35.3
With jobs but not at work	Oct. 23	129,000	-15.1	+ 3.2
Laid off full week.....	Oct. 23	11,000	0.0	-21.4
Other reasons	Oct. 23	118,000	-16.3	+ 6.3
Persons without jobs and seeking work	Oct. 23	179,000	+ 7.2	+59.8
<i>Registered for work, NES (b)</i>				
Atlantic	Oct. 21	26,064	+ 5.8	+ 5.0
Quebec	Oct. 21	74,373	+ 6.3	+28.9
Ontario	Oct. 21	100,465	+ 2.3	+60.2
Prairie	Oct. 21	29,317	+13.6	+42.7
Pacific	Oct. 21	29,051	+16.6	+11.0
Total, all regions	Oct. 21	259,270	+ 6.5	+35.1
<i>Ordinary claims for Unemployment</i>				
Insurance benefit.....	Oct. 1	187,745	- 1.8	+57.3
Amount of benefit payments.....	Sept.	\$12,397,571	+ 2.7	+84.0
Industrial employment (1949=100).....	Sept. 1	112.7	+ 0.5	- 3.4
Manufacturing employment (1949=100)	Sept. 1	108.3	+ 0.3	- 6.3
Immigration	Sept.	10,979	-23.1	+ 1.4(c)
<i>Industrial Relations</i>				
Strikes and lockouts—days lost	Oct.	309,986	—	+17.1(c)
No. of workers involved	Oct.	26,262	—	+18.5(c)
No. of strikes.....	Oct.	29	—	- 4.4(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries.....	Sept. 1	\$58.94	- 0.4	+ 2.3
Average hourly earnings (mfg.)	Sept. 1	\$1.40	- 0.9	+ 2.9
Average hours worked per week (mfg.).....	Sept. 1	40.9	+ 0.5	- 0.3
Average weekly earnings (mfg.)	Sept. 1	\$57.10	- 0.4	+ 2.6
Consumer price index (av. 1949=100)	Oct. 1	116.8	0.0	+ 0.1
Real weekly earnings (mfg. av. 1949=100)	Sept. 1	117.2	- 0.3	+ 2.1
Total labour income	August	1,014	+ 0.4	+ 2.0
<i>Industrial Production</i>				
Total (average 1935—39=100)	August	244.2	+ 2.2	- 1.8
Manufacturing.....	August	249.0	+ 3.0	- 5.0
Durables	August	283.7	- 0.2	- 9.0
Non-Durables	August	226.9	+ 5.7	- 1.6

(a), (b): See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

Notes of Current Interest

BLE Chief in Canada, James B. Ward Dies

James B. Ward, Assistant Grand Chief Engineer and National Legislative Representative at Ottawa of the Brotherhood of Locomotive Engineers, died in Vancouver October 18 while on a business trip for the 8,000-member union. He was in his 71st year.

He was also, since 1948, Secretary of the National Legislative Committee (Canada) of the International Railway Brotherhoods.

Mr. Ward was named Canadian head of the Brotherhood at its international convention in 1947.

A native of the Orkney Islands, Mr. Ward came to Canada as a child with his parents, who settled in Vancouver.

Two months after he began his railway career as a painter's helper at Vancouver, in March 1903, he became locomotive fireman. In May 1907 he was promoted to locomotive engineer.

From 1916 to 1927 he was chairman of the Revelstoke local of the Brotherhood. In 1927 he became General Chairman of the Brotherhood on the Canadian Pacific Railway; this office he held until his election as Assistant Grand Chief Engineer.

Mr. Ward served many years as an alderman in Revelstoke during his residence there.

In 1933, he was elected Chairman of the General Conference Committee of the 18 standard international railway labour organizations; he served in that capacity until 1947. It was for his services on this Committee during the Second World War that he was made a Commander of the Order of the British Empire (CBE).

He served on numerous government commissions and committees as a representative of railway labour organizations.

These included the National Labour Supply Council during the early years of the Second World War, and the National Advisory Committee on Manpower. He was also a director of the War Assets Corporation.

Mr. Ward represented labour at conferences of the International Labour Organization in Mexico City in 1946; in San Francisco in 1948; and in Geneva in 1949 and 1951.

When the CPR undertook a study of a contributory pension plan, Mr. Ward was one of the employee representatives who assisted in formulating the scheme. When it was inaugurated in 1937, he was one of the three elected employee members of the pension commission. He held that position until he became Canada's chief locomotive engineer.

He was buried in Vancouver.

Labour Council President, J. P. McKay Died in Sept.

Known as a prominent fighter against Communist elements in labour circles, J. P. McKay, President of the Essex and Kent Counties Trades and Labour Council, died in Windsor September 15 at the age of 71. Mr. McKay had recently returned from the Trades and Labour Congress of Canada convention in Regina.

A machinist by trade, he had served several terms on the Windsor Board of Education.

Mr. S. Sasso, Vice-president of the Council and a member of the Bricklayers, Masons and Plasterers International Union of America (AFL-TLC), has been named to succeed Mr. McKay. George Rose, a member of the International Typographical Union, will succeed Mr. Sasso as Vice-president.

Claims under the Government Employees Compensation Act for the first six months of the current fiscal year numbered 7,353, of which 94 were disallowed, making a net total of 7,259. In the corresponding period of the previous fiscal year, claims totalled 6,885, of which 46 were disallowed for a net total of 6,839.



James B. Ward

AFL, CIO Leaders Predict Merger by End of 1955

Merger of the American Federation of Labour and the Congress of Industrial Organizations is now predicted by leaders of the two groups for 1955.

In a joint statement issued after a unity meeting in Washington October 15, AFL President George Meany and CIO President Walter Reuther announced that the two labour groups had agreed on the creation of "a single trade union centre in America through the process of merger which will preserve the integrity of each affiliated national and international union". A subcommittee of union leaders to draft a detailed plan for the merger was appointed at the meeting.

The joint statement said merger would come "certainly before the end of 1955".

Speaking for both organizations, Mr. Reuther said the subcommittee would consist of three representatives from each labour group* and would include Mr. Meany and himself. Mr. Meany said that when the final draft of the merger plan had been worked out, it would be submitted to conventions of both organizations for final approval.

Commenting approvingly on the merger talks, U.S. Secretary of Labour James P. Mitchell said a merger would probably "lead to more responsibility" and to "more participation in our economic, social and political affairs" by organized labour.

The AFL now claims 10,200,000 members, while membership in the CIO is listed as more than 4,000,000. Two other large labour groups in the United States which are not affiliated with either the AFL or the CIO are the Railway Brotherhoods, with some 2,000,000 members, and the United Mine Workers of America, with about 500,000 members.

The predicted AFL-CIO merger would heal the 19-year old split in organized labour in the United States caused originally by conflicts between industrial unions and those organized along trade or craft lines. In 1935, John L. Lewis pulled his mine workers and other industrial unions out of the AFL and subsequently formed the CIO. Since then Mr. Lewis and the mine union have quit the CIO and are now independent.

Both Mr. Meany and Mr. Reuther have worked steadily on the idea of merger in the two years since they succeeded to the

top positions in their respective organizations after the deaths of the AFL's William Green and the CIO's Philip Murray within a few days of each other in November 1952.

Last year the leaders of the AFL and the CIO signed a two-year no-raiding pact which since then has been ratified and subscribed to by 70 per cent of the AFL unions and 50 per cent of the CIO unions. At the time of signing, the pact was seen as a first step towards eventual labour unity, and it has succeeded to a large extent in eliminating raiding and jurisdictional disputes between the two federations.

Two major holdouts to the pact to date, however, are the International Brotherhood of Teamsters (AFL) and the United Steelworkers of America (CIO), each with more than one million members.

AFL Union Held Guilty Of Raiding CIO Local

In the first arbitration case to arise out of the no-raiding pact between the American Federation of Labour and the Congress of Industrial Organizations, an AFL union last month was found guilty of raiding by an impartial umpire under the pact.

The dispute arose when 400 workers in a Georgia poultry-packing plant sought to quit the United Packinghouse Workers (CIO) and to affiliate with the Amalgamated Meat Cutters and Butcher Workmen (AFL). Both unions had signed the no-raiding pact last June 9 (L.G., June, p. 772).

When the workers asked for a National Labour Relations Board election, the CIO called on the umpire, David L. Cole, former Director of the U.S. Mediation and Conciliation Service. Finding that the Packinghouse Workers local had taken no action to leave the CIO until a month after the no-raiding ban became effective, Mr. Cole ruled that admission of the secessionists into the AFL would violate the pact.

Only three other disputes have occurred since the pact went into effect; they were settled by the Secretaries of the AFL and CIO.

TUC Code Minimizes Inter-Union Friction

A code of "good behaviour" operating among the various British Trades Union Congress affiliates has been successful in minimizing inter-union friction. The code is known as the Bridlington Agreement,

*It was later announced that the other two members from the AFL would be William Schnitzler and Matthew Woll; from the CIO, James B. Carey and David McDonald.

having been approved at the 1939 congress held in that town. A report of the operation of the TUC's conciliation machinery under this agreement is made at each year's annual convention.

Although the agreement does not form a strict legal code, its acceptance is general and the benefits it brings are freely and widely acknowledged, according to the TUC.

Briefly, the agreement provides the procedure to be followed before one union accepts members from another and outlines ways of keeping inter-union friction to a minimum. For instance, it states that a union should not accept a member of another union where inquiry shows that the member is under discipline in that union, is in arrears with contributions, or is engaged in a trade dispute.

Another provision is that a union "should not commence organizing activities at any establishment or undertaking in respect of any grade or grades of workers in which another union has the majority of workers employed and negotiates wages and conditions, unless by arrangement with that union".

The General Council is empowered to summon representatives of a union to appear before it or an appropriate committee so that there may be an investigation of the union's conduct. If a union does not attend, the investigation goes on in its absence. Should the General Council then decide that the activities of the union concerned are detrimental to the interests of the trade union movement or contrary to the declared principles of Congress, the Council will direct the union to cease such activities.

If the direction is disobeyed or ignored, the Council may suspend the union until the following annual congress, when the whole issue would be considered and a decision taken, which could involve further suspension or exclusion from congress.

Mechanization Diminishes Fishermen; But Not Clerks

Mechanization has thinned the ranks of Canada's fishermen but in the United States, despite the phenomenal increase in the production of automatic office equipment, clerical workers are still in great demand.

The Dominion Bureau of Statistics reported last month that sails have given way to engines and small boats to larger vessels in Canada's fishing fleet since the war and that the number of commercial fishermen dropped from 73,514 in 1946 to 64,342 in 1952.

The Bureau of Labor Statistics, U.S. Department of Labor, has reported that persons in clerical employment increased 64 per cent from 1940 to 1954. In April last year, nearly eight million men and women were employed in clerical work.

The decrease in the number of Canadian fishermen since 1946, DBS states, has been confined to men fishing from boats and men fishing from shore. Men fishing from vessels increased by 1,245 to 9,772 in 1952, while men fishing from boats decreased by 4,460 to 44,732 and men fishing from shore by 5,857 to 9,838.

All told, the number employed in Canada's fishing industry, including fish processing, was reduced by 13,530, or 15 per cent, to 79,380 in the six-year period 1946-52.

The U.S. Department of Labor, in a circular dealing with the occupational outlook in clerical employment, said that employment expansion is expected to continue, "although the rate of growth may slow down somewhat" because of new office equipment.

CCCL Shoe Workers Win Guaranteed Work Week

Workers at the Grant Slippers shoe factory in Montreal, members of the Montreal Shoe Workers' Union (CCCL), have won an assurance of 42 hours' work per week for 11 months of the year.

A clause in a new collective agreement between the company and the union provides that, from October 1, 1954, to August 31, 1955, the employer undertakes to provide all employees covered by the agreement with work for 42 hours each week, at their usual occupation or at some other job in the production process.

If he is engaged in his usual work, the employee will be paid at the rate provided for that occupation; for time worked on another job he will be paid at the rate set by the decree governing the boot and shoe industry for his permanent classification.

The company undertook to increase the number of its employees to 60 in September, and to retain any employee hired during that period, provided he has proved competent during the 30 days following his hiring.

The employees must be at the disposal of their employer 42 hours per week, except during the period from December 27, 1954, to January 10, 1955; during the summer vacation, on holidays and in cases of absence for a good reason.

Business Outlook for '55 "Not Good, Not Bad"

Continuation of the pattern established this year—"not very good and not very bad"—is forecast for the Canadian economy for 1955.

Speaking at the annual business clinic sponsored by the University of Western Ontario School of Business Administration at London, Dr. O. J. Firestone, economic adviser to the federal Department of Trade and Commerce, said "there is little evidence to suggest we can expect any major change in the economic climate".

Concurrence with this opinion was expressed by Dr. J. K. Galbraith, professor of economics, Harvard University School of Public Administration, who told the conference that he saw "no strong argument" for a serious depression.

"When the American economy is well launched in a persistent form of behaviour it tends to stay that way," he said. That is the lesson of the last 20 years, he observed. If, in the present state of stagnation, nothing is done about it, it might last for some time.

This opinion is borne out by a survey of Canadian business executives conducted by the University, the results of which were announced while the business clinic was being held. They show that 61 per cent of those replying expect production in 1955 to continue at the present level; only 17 per cent predict an increase and 20 per cent a decrease.

The poll shows also that 62 per cent expect industrial employment to continue at much the same level. A similar majority expect consumer prices to remain at the 1954 level. Fifty per cent are of the opinion that wages and salaries will remain the same; 45 per cent expect incomes to increase.

A Gallup poll study on employment, however, shows that, by a ratio of three to one, those interrogated believe that during the next five years jobs will have to be created by the Federal Government if there is to be anything like full employment. Sixty-five per cent hold this view, compared with 21 per cent who think business can provide sufficient jobs. The remaining 14 per cent were undecided.

Business, according to Drs. Firestone and Galbraith, has become stabilized on a high plateau and, unless something occurs to push it out of the rut, the present condition might last for some time.

The levelling process which has been evident for some months, said Dr. Galbraith, is the product of conflicting

economic pressures. Favourable factors have been the high volume of construction and the rise in disposable income due to wage increases and tax cuts. Pressing downward have been the slump in textiles, the "bad behaviour" of steel and the "very rocky time" encountered by the automotive industry, other than Ford and General Motors.

One thing that could bring the present stagnation to an end, Dr. Galbraith indicated, is an aggressive government policy to do something about it. Such things as "tax cuts and increased government spending to bring an inflationary policy to bear might well start the ball rolling again; and nor am I sure that I would be against it," he said.

Examining the Canadian economy, Dr. Firestone conceded that it is influenced by economic trends in the United States. But he emphasized that there are important elements of strength in the Canadian economy—resource development, population growth, high capital spending—that tend to counteract American influence. The Canadian economy, he said, continued to expand during the 1948-49 United States recession and in the current recession the dip in that country has been much more pronounced than in Canada.

Providing stability continues to be the pattern in the United States, and the demand for Canadian exports to Europe continues to hold up, Dr. Firestone thought the Canadian outlook would continue to be favourable.

"If at some future date," he said, "the United States has a serious recession, Canada and the other countries will feel it too. But, on the whole, Canada has developed much more stability than we are given credit for".

Referring to the role of public works as a means of fighting recession, Dr. Firestone did not consider them solutions to unemployment in regions that are economically unsound.

"Public works", he said, "can help healthy areas overcome temporary problems but they can do little to transfer economically unsound districts into sound communities."

U.S. Unemployment Drops To Year's Low in Oct.

President Eisenhower announced October 25 that unemployment in the United States had dropped to 2,700,000, the first time it has gone below the three-million mark this year.

In an address to a meeting of the National Security Industrial Association in Washington, the President read what he described as the latest government figures on employment. These showed that the number of unemployed in October dropped by 400,000 from 3,100,000 in September.

A few days earlier, U.S. Secretary of Labor James P. Mitchell made a report from preliminary figures to the same effect. Speaking at a meeting of the Business Advisory Council in Hot Springs, Virginia, he also predicted that unemployment would continue to decline during the last quarter of this year.

More precise figures were released by the U.S. Bureau of Census, which reported that unemployment in the United States for the week ended October 9 was 2,741,000, a decline of 358,000 from the September figure of 3,099,000.

Total employment in early October, said the Bureau, was 62.1 million, the same as a month earlier.

The U.S. Department of Labor reported October 22 that the number of persons drawing unemployment benefits had dropped to the lowest level since last December.

The Department said 1,458,100 jobless persons received unemployment compensation in the week ending October 9. This was a drop of 55,400 from the previous week and 754,900 below the 1954 peak of 2,213,000 reached late in February.

The week ending October 16 saw a decline in the number of persons filing new claims for unemployment insurance. The Labour Department reported that first claims totalled 253,700, a drop of 19,300 from the previous week.

In another report, issued jointly with the Department of Commerce, the Labour Department said new construction activity in the United States in September matched the all-time peak volume of \$3.6 billion achieved in August to round out the most active quarter on record for the construction industry.

The value of new work put in place during September brought the third quarter total to \$10,750,000,000, seven per cent more than in the July-September period of 1953.

Economists in the United States continue to predict degrees of prosperity for both the near and more distant future.

A large majority of a panel of leading economists, which last year predicted the mild downturn in business activity in 1954, expect a moderate improvement in 1955.

Replies from 186 economists and business analysts to a detailed questionnaire in the annual survey of economic opinion made

by the F. W. Dodge Corporation indicated that three out of four expect total national output in 1955, as measured by gross national product, to be higher than current levels in each quarter, with a steady rise during the year.

With regard to the more distant future, Dr. Grover W. Ensley, staff director of the Joint Congressional Committee on the Economic Report, said he foresaw, during the 12 years between 1953 and 1965, an increase of one-fifth in population, a reduction of the average annual hours of work of nearly ten per cent, an increase in the total national product of nearly 50 per cent in constant prices, and a rise in real disposable income per capita of nearly 30 per cent.

The predictions of another prominent economist, Dr. Arthur F. Burns, Chairman of the Council of Economic Advisers, have been labelled "politically expedient economic optimism".

Walter Reuther, President of the Congress of Industrial Organizations, made this accusation regarding Dr. Burns' prediction during a recent speech in Detroit that the United States is "again entering a phase of economic expansion".

The CIO President said Dr. Burns presented "questionable interpretations of carefully selected statistics" while failing to mention or trying to minimize economic indicators "showing considerably greater unemployment, lower farm and worker income, and a drop in the nation's production of goods and services over the last year".

Commodity Imports Drop 3 Per Cent in August

Commodity imports into Canada during August were almost 3 per cent less in value than in August last year, the Dominion Bureau of Statistics has reported. During the January-August period they declined a little more than 8 per cent.

The following table shows the value of some of the major commodity imports in August and in the January-August period together with corresponding 1953 figures, listed in order of value for the eight-month period.

	August		January-August	
	1953	1954	1953	1954
	(in thousands of dollars)			
Automobile parts...	12,305	6,944	159,679	135,003
Farm implements...	17,351	11,062	171,959	115,217
Coal	12,685	9,636	86,984	64,766
Automobiles	7,249	3,737	82,082	57,653
Cotton products....	5,921	5,921	65,386	52,078
Cotton, raw and linters	3,028	4,315	40,945	33,283

U.S. Labor Force Survey Said Not Accurate Enough

The Bureau of the Census in the United States has been advised that greater accuracy is needed in its methods of measuring the country's labour force.

A special three-man study has reported that although new survey methods introduced late last year have improved the accuracy of estimates of employment and unemployment, the methods are not yet good enough.

Until last year, the Census Bureau based its estimates of employment and unemployment on a survey sample covering 25,000 households in 68 areas of the country. When the new methods were introduced, the number of areas was increased to 230 but the number of households covered remained the same.

While pointing out that there were no fundamental flaws in the new sample design, the committee recommended that a substantially larger sample be taken to cover more areas and to increase the number of households in each.

Heading the committee was Frederick F. Stephan, professor of economics at Princeton University. The other two members were Dr. Lazare Teper of the International Ladies Garment Workers' Union (AFL) and Lester R. Frankel, assistant professor of statistics at New York University.

Housing Record in 1954? Aug. Figures Encouraging

A new housing record may be established in Canada this year if the weather remains favourable, it has been predicted by the Hon. Robert Winters, Minister of Public Works, and DBS housing statistics for August indicate that the prediction may well come true.

Speaking to a meeting of the Canadian Association of Purchasing Agents in Montreal at the end of September, Mr. Winters said:—

"There are many variables in this equation of house building and it is difficult to forecast. However, if conditions of climate remain favourable throughout the balance of the year, I would imagine that we would again establish a new record."

(Last year, Canada produced 106,000 new houses, a record.)

Mr. Winters pointed out that the construction of 100,000 houses means that "something like a quarter of a million men are employed on site and off site for the entire year".

According to the Dominion Bureau of Statistics, starts on the construction of new dwelling units in August climbed to 10,978, compared with 10,883 in the same month last year. Completions rose to 7,718 from 7,445 and the number of units in various stages of construction at the end of the month was up slightly, from 71,522 to 72,150.

The number of starts in the January-August period rose to 71,567 from 69,463 a year earlier and completions to 57,673 from 53,764.

Housing Starts in U.S. Continue Strong in Aug.

Non-farm housing starts in the United States, continuing strong for the time of year, totalled 111,000 in August, according to preliminary estimates of the Bureau of Labor Statistics, U.S. Department of Labor.

For the first eight months of 1954, private dwelling units put under construction totalled 780,500, representing a seasonally adjusted annual rate of 1,130,000 units. If activity continues at the same pace during the remaining four months of the year, 1954 will be the second best housing year in history. Last year, the seasonally adjusted annual rate of private housing starts for the first eight months averaged 1,085,000.

The August total was only 1,000 units under the July figure; it exceeded August 1953 volume by 17,800 units.

The total of 796,000 new dwelling units (private and public) started during January-August was 3 per cent above the 771,300-unit total for the comparable 1953 period, despite a reduction in public housing from 29,600 to 15,500 units.

Low-Cost Housing Bill Signed by Eisenhower

Government-subsidized housing units to the number of 35,000 will be erected under the terms of a bill signed on August 3 by President Eisenhower. Though the bill will be effective for only one year and does not meet the President's original request for 140,000 low-cost housing units to be constructed over the next four years, Mr. Eisenhower said "millions of our families with modest incomes will be able, for the first time, to buy new or used homes".

Under the new legislation, an applicant approved by the Federal Housing Administration can now buy a \$12,000 home with a down payment of \$1,200 if new and \$1,650 if old. The former down payment

was \$2,400. Loans insured by the Housing Administration can run as long as 30 years.

The 35,000 public housing units will be available only to those displaced by slum clearance projects.

Says Lack of Interest Blocking Public Housing

Lack of interest on the part of Canadian families is blocking the development of public housing, the President of the Central Mortgage and Housing Corporation said recently.

David B. Mansur, speaking at the 23rd Couchiching Conference at Geneva Park, Ont., said that until the attitude of most Canadians changes, there will be no appreciable growth of public housing in this country.

Mr. Mansur said the Federal Government has yet to turn down a proposal for public housing, and the Ontario Government has tried to convince municipalities of the need. Lack of enthusiasm on the part of city councils, he said, was "a fairly accurate reflection of the electors' views".

Surveys of families who had doubled up and of others living in substandard or slum areas indicated, he said, that a large proportion simply were disinterested in buying their own homes, even though many of them could afford to do so.

"Canadians seem to have an aversion to being told what to do," he said. "It is this inalienable right to do what they want with their money, ironically enough, that is one of the major obstacles in getting public housing on a large scale."

Mr. Mansur said non-home-owners in Canada were spending their money on cars rather than investing in new homes.

"I don't believe the majority of Canadians want public housing," he said. "In Saint John, N.B., for instance, six months after a 228-home project was completed, 100 remained vacant, even though there were more than 2,000 homes in the city listed as substandard."

He estimated a backlog of 250,000 new homes needed at present. These included 100,000 to accommodate families now doubled up, and about 150,000 to replace substandard houses that could not be repaired.

House Building Lags In Europe, U.N. Finds

Europe is not building enough houses to care for its normal population growth and in most European countries standards of

housing are below those of 1937, according to the United Nations Economic Commission for Europe.

Reporting the results of a special housing study, the Commission said that in 1953, the best house-building year since the war for most of the countries, the rate varied from 10.5 dwellings per 1,000 inhabitants in Norway to 2.3 dwellings per 1,000 in France.

Rent policies that keep rents artificially below what would be required to finance maintenance and replacement are held mostly responsible for the inadequate rate of construction.

Canadian Credit Unions Report Record Growth

Canadian credit unions in 1953 numbered 3,607 with a total membership of 1,383,585, according to *Credit Unions in Canada 1953*, published by the federal Department of Agriculture. This represents the largest increase in the number of unions and membership ever reported.

The 1953 figures represent an increase of 272 unions and 133,150 new members over 1952.

Ontario reported the formation of 73 new unions, Quebec 51 and British Columbia 26. During 1953, credit unions in Quebec increased from 59 to 111, the total membership in that province amounting to 803,000 persons. The latter figure is approximately 20 per cent of the population of the province. About 9.7 per cent of the total population of Canada holds membership in credit unions. No other province approaches Quebec in the proportion of population served by credit unions.

Total assets of all credit unions in the country amounted to \$492.4 million in 1953, an increase of \$68 million, or 16.1 per cent, over 1952. This was 2 per cent less than the increase recorded from 1951 to 1952.

Total shares held by credit union members in Canada at the end of 1953 amounted to \$133 million. This figure represents an increase of more than 30 per cent, which far exceeds previous increases.

Deposits at the end of 1953 totalled \$323.8 million, which was an increase of 10.1 per cent over the total in 1952. All provinces contributed to the increase in shares except Newfoundland.

Since the war, 1,432 new credit unions have been organized, Ontario leading the way with 662, followed by Quebec with 326 and British Columbia with 138. During the same period, Quebec reported a membership increase of 419,000 persons, Ontario, 183,000 and British Columbia, 70,000.

Wage Re-opening Clause Given New Interpretation

A Quebec arbitration court recently rejected a union's application for a wage adjustment, declaring that the request was not justified "since it is a request for an adjustment during the lifetime of the agreement".

Mr. Justice Philippe Marchand, who presided over the arbitration court, and Arthur Matteau, the employers' arbitrator for five Montreal hospitals, laid down a principle which might have profound repercussions on collective bargaining procedure in the province of Quebec, particularly with regard to agreements of more than a year's duration.

According to the majority decision, clauses providing for the re-opening of wage negotiations during the lifetime of a collective agreement are intended to prevent either of the parties from suffering as a result of sudden or unexpected changes in the economy.

Request "Ill-founded"

For lack of satisfactory evidence to the effect that conditions justified a revision of the wages set by the agreement, the court decided that the request for a wage adjustment was ill-founded.

However, the union arbitrator, Raymond Beaudet, refused to concur in the majority opinion. "The method of adjusting wages during the lifetime of a collective agreement should be admitted in principle," he said, "because it favours conciliation in relations between employers and employees and assures the employer of the delay necessary to meet his social obligations."

Problem of Older Worker Discussed in ILO Journal

The problem of employment for older workers, which is becoming particularly important on account of the ageing of populations, is influenced by factors of two kinds, according to an article on the subject in the June issue of the *International Labour Review*, published by the International Labour Organization.

On the one hand, as a result of these population trends and the increased burdens laid on the working population as a result of the relative growth of the inactive population, a movement to prolong working life is developing in some countries. This is a new factor which may to a certain extent offset the effects of the ageing of the population.

On the other hand, the article declares, there are insufficient employment opportunities in many countries not only for aged workers but even, in a number of occupations, for persons of 40 or 45 years of age.

May Picket to Recruit Members—N.Y. Ruling

Peaceful picketing designed to recruit members for union membership cannot be interfered with by an employer, the New York State Court of Appeals ruled on October 22. In a 4 to 3 decision, which has been called "a milestone in labour history" by one AFL official, the court refused to grant an injunction against such union activity to a New York city liquor store owner whose establishment was picketed for two years.

Previously, a lower court had ruled that the picketing was unlawful because it sought to force the employer to negotiate, rather than aiming at the enrolment of the employees as union members. In the new decision, the majority opinion held that the picketing could not be considered as having had "an unlawful objective". In addition, the majority of the judges argued that the fact that the picketing had continued for two years without being successful in enlisting any new members for the union was not a controlling factor in the case.

Gold Resigns Presidency Of Fur-Leather Union

The International Fur and Leather Workers Union (independent) announced October 2 the resignation of Ben Gold, its President. Abe Feinglass, the union's Midwest Regional Director, was named to succeed him.

Mr. Gold, who has headed the 100,000-member union for the past 17 years, said in a statement that he intends to devote all his time to fighting a law recently passed by the United States Congress that denies legal privileges to unions found by the Subversive Activities Control Board to be Communist-dominated. He is now appealing a conviction on charges of having filed a false non-Communist oath under the Taft-Hartley law.

Mr. Feinglass, a member of the union for 27 years, was active in the negotiations that brought about the merger of the fur and leather worker unions. The union credits him with leading the campaign in his area to organize open shop tanneries and to help increase wages from 60 cents to more than \$1.95 per hour.

UMW Names Jenkins To Organize Seamen

Freeman Jenkins, who for 12 years was President of District 26, United Mine Workers of America (CCL), until his defeat at this year's convention, has been appointed Maritimes and Newfoundland representative of the union's District 50, whose jurisdiction extends over chemical and non-mining industries.

The appointment was announced last month by Silby Barrett, Director of District 50. Mr. Jenkins "will play an increasingly important role in organizing seamen in the Atlantic area," the announcement said.

Railway Carmen Elect A. J. Bernhardt President

A. J. Bernhardt has been elected President of the Brotherhood of Railway Carmen of America (AFL-TLC) to replace Irvin Barney, who is retiring.

Mr. Bernhardt became Assistant President of the Brotherhood in 1946 after ten years as general chairman of the Baltimore and Ohio department.

Charles W. Burchfield was elected Asst. President to succeed Mr. Bernhardt. All other officers were re-elected, including Vice-presidents Roger Melancon of Montreal and T. J. Walsh of Quebec City.

The Brotherhood has about 28,000 members in Canada.

Fitzgerald Re-elected President of UE

Albert J. Fitzgerald was re-elected President of the United Electrical, Radio and Machine Workers (independent) at its annual convention. He has been elected to the post annually since 1941.

Also re-elected were Secretary-Treasurer Julius Emspak and Organization Director James J. Matles. Both men have been arrested for alleged Communist affiliations.

The convention also adopted resolutions asserting that "unemployment makes the increased job arising from the shorter work-week an immediate need"; demanding "an end to political persecution and witch hunts by any legislative committee and other agencies of government"; urging the raising of the minimum wage to \$1.50 an hour, the establishment of a 30-hour week to offset unemployment, the increasing of unemployment benefits, the reimposition of federal rent control and the increasing of personal income tax exemptions.

IUE Re-elects Carey

President James E. Carey and Secretary-Treasurer Al Hartnett were re-elected unanimously for their third two-year terms at last month's convention of the International Union of Electrical, Radio and Machine Workers (CIO).

Gas Union Returns Chief

Elwood D. Swisher has been re-elected President of the United Gas, Coke and Chemical Workers of America (CIO). Roberts Buchanan was named Vice-president and Cecil Martin was returned as Secretary-Treasurer. The union has nine Canadian locals, all in Southwestern Ontario, and a Canadian membership of approximately 3,000.

ICWU Head Defeated

Herbert A. Bradley, President of the International Chemical Workers Union (AFL) since its organization in 1944, was defeated in his bid for re-election at this year's convention of the union. The new President is Edward R. Moffett, who had been the union's First Vice-president.

Two Teachers' Unions Share Certification

The Quebec Labour Relations Board has decided to grant the certificate of union recognition which it took away from the *Alliance des professeurs catholiques de Montreal* to the *Association des éducateurs catholiques de Montreal* (Montreal Catholic Teachers' Association). However, the Association (AECM) will have to share this certificate with the Federation of English-Speaking Catholic Teachers Incorporated (FECT).

This is the first time in five years that an association of Catholic teachers has been officially recognized in Montreal.

In granting a single certificate for the two organizations, the Commission stipulated that they will have to "act jointly and severally as bargaining agent and be recognized as representative of all lay teachers in the employ of the Montreal Catholic School Commission".

Some 2,000 teachers belonging to the Alliance and to the FECT went on strike in 1949. At that time the two unions had separate bargaining certificates, which they lost as a result of the strike.

A six-year legal battle ended recently with the Board's final decision not to recognize the Alliance. On the same day the Board decided on joint certification for the AECM and the FECT.

Two Radio Unions Sign Mutual Assistance Pact

Canada's two largest unions of broadcasting employees in the radio and television industry have signed a mutual assistance pact. The agreement covers more than 2,000 workers.

In a joint statement issued recently, the National Association of Broadcasting Employees and Technicians (CIO-CCL) and the Association of Radio and Television Employees of Canada (independent) announced they will set up committees to work out plans for local co-operation.

The independent union represents 1,300 office and program workers of the Canadian Broadcasting Corporation, and the CCL union represents 750 technicians employed by the CBC and six private radio stations.

CIO Rail Workers Unite With Transport Workers

Two CIO unions, the Transport Workers Union and the United Railroad Workers, completed their amalgamation October 1. The railroad group became a division of the TWU and the staff, assets and liabilities of the rail workers were transferred to the Transport Workers.

The railroad unit actually had been an organizing committee rather than an autonomous union.

The TWU claimed about 130,000 members; the Railroad Workers about 42,000.

Mechanics Union Decides To Affiliate with CIO

The Mechanics Education Society, a 22-year-old independent union representing mechanics, tool and die workers, engineers and general workers in 127 metal industry plants in the United States, has become an affiliate of the CIO.

The Society was formed five years before the CIO and was the first union that organized in the automobile industry on a plant-wide basis. Up to the time of affiliation it competed for members with the CIO Auto Workers, Steelworkers and Electrical Workers.

MESA will continue representation in shops where it now holds contracts. Jurisdiction in new plants will be worked out with the other CIO unions.

With headquarters in Detroit, the new CIO affiliate claims 52,000 members, mainly in Michigan and Ohio.

CIO Chemical, Oil Unions Moving towards Merger

The United Gas, Coke and Chemical Workers of America (see p. 1547) has voted to merge with the Oil Workers International Union. Both are CIO affiliates.

Delegates to the chemical workers' convention in St. Louis in September voted 667 to 192 in favour of merger with the OWIU. Such a move would create a union of about 180,000 members, and there are further plans to invite a number of independent unions, with an estimated 40,000 members, to join later.

The movement to unite all oil industry unions began last February when a Philadelphia convention of 149 delegates representing 31 CIO, AFL and independent unions approved a provisional constitution for a new organization to be called the Oil and Chemical Workers International Union.

The jurisdiction of the new federation under the proposed constitution would be: oil, gas, chemical, and "related or similar industries" in the United States and Canada. The organization would thus have broad enough jurisdiction to include atomic energy plants, gas pipe line operators and coke makers. Potential membership is "well over a million".

The provisional constitution prescribes no affiliation with any parent body, and Oliver A. Knight, the CIO Oil Workers' President, has emphasized that this question will be left to the individual members of the component unions to decide.

A "statement of intentions" issued last March at the headquarters of the OWIU, the largest union involved in the merger move, declares that the oil union merger movement does not seek multi-company contracts in the oil industry. The statement also says that collective bargaining on the part of the union "should be on the same level as company policy decisions are made".

Another goal of the merger movement, according to the interim ratifying committee, would be the establishment of company-wide councils to co-ordinate and unite the efforts of all employees of the same company.

The international union would assign staff men to work full time for the company councils. Geographical districts would be established to co-ordinate and unite the efforts of the various locals on regional problems so as to give "the same service on area problems as the company councils tender on company-wide problems".

British Columbia TLC Holds 2nd Annual Convention

Unemployment was the major issue discussed at the second annual convention of the British Columbia Trades Union Congress (TLC) in Vancouver, October 13 to 15. More than 200 delegates representing 50,000 organized workers in the province attended.

James Barton, President of the Congress, said in his opening address that assuring full employment for Canadian workers is the "greatest challenge" facing organized labour today.

"We in organized labour are, and must be, dedicated to the proposition that in our Canadian democracy every able-bodied man and woman is entitled to full employment at decent wages," he said.

Mr. Barton predicted that between 750,000 and 1,000,000 persons in Canada would be unemployed during the coming winter "unless we use determined action". He said the question of full employment could not be discussed without considering immigration.

Eleven of the 72 resolutions brought before the three-day meeting dealt with unemployment and immigration. Another eight resolutions called for various changes in the new B.C. Labour Relations Act which was passed by the provincial Legislature last spring.

The Act was defended by Labour Minister Lyle Wicks, who addressed the convention on the second day. Mr. Wicks said the controversial legislation is "standing on its own feet" and will "take the test of time".

Heated discussion arose over a resolution calling for public ownership of the power, transit and gas services of the British Columbia Electric Company. The delegates overwhelmingly approved the resolution despite objections from employees of the company who warned that if effect were given to the proposal, they would become civil servants without bargaining rights.

The delegates also adopted a resolution favouring provincial government development of all hydro-electric potential in British Columbia, and went on record as being opposed to ownership and control of hydro resources in the province and in Canada by any private interest or foreign country.

A resolution calling for amendment to the constitution of the Trades and Labour Congress of Canada to allow affiliation of all *bona fide* trade unions "regardless of the personal beliefs of their members or officers" was rejected by the convention. Delegates charged that the resolution was

an attempt to open the door to Communist-led organizations that have been barred from the TLC.

Other resolutions adopted by the convention called for: a Bill of Rights for Canada; building of rental housing projects through municipal-provincial-federal co-operation; increases in income tax exemptions; and higher bonuses for old age pensioners.

Mr. Barton was re-elected President. R. K. Gervin was re-elected Secretary and Victor Midgley was elected Vice-president.

Elected to the executive board were Percy Rayment, Victoria; Stan Wilcox, Vancouver; Bob Beddome, Vancouver; Pat O'Neill, Prince Rupert; Bryan Cooney, Kelowna; Mark Miller, Kimberly; and Peter Vogt, Quesnel.

N.B. Labour Council Holds Annual Convention

Legislation to prohibit the granting of injunctions in labour disputes where employees are on legal strike was urged in a resolution adopted at the ninth annual convention of the New Brunswick Council of Labour (CCL) in Moncton, August 12 to 14.

Other resolutions approved by the delegates asked for an amendment to the Arbitration Act to allow an appeal of any decision of the province's Labour Relations Board where the decision is "contrary to evidence," urged that lotteries be made legal in New Brunswick, and requested that sweepstake tickets be made legal, with the proceeds going towards financing a national health scheme.

Another resolution asked that the Unemployment Insurance Act be amended to allow female workers to draw benefits if they marry and later become unemployed.

The delegates were addressed by Hon. A. E. Skaling, provincial Minister of Labour; Harry Chappell, President of the Canadian Brotherhood of Railway Employees and Other Transport Workers; and William K. Craig, Provincial Representative of the Canadian Congress of Labour.

Lloyd Cherry of Saint John was elected President of the Council to succeed Donald A. Elliott of Moncton, who was elected to fill the post of Second Vice-president.

Other officers elected were Thomas Jones, First Vice-president; Ralph Evans, Secretary-Treasurer; Marion MacClutcheon, James Leonard and Gilbert Belleville, executive committee members.

Effects of Plant Expansion in 1954 on Manufacturing Employment

September estimates indicate at least 16,200 workers will be needed to staff new or expanded manufacturing facilities this year. Plants added in 1953 created 19,000 new jobs; since 1948, more than 125,000

Expansion of Canadian manufacturing industries, including new plants, plant extensions and new rental facilities, will result in at least 16,200 new jobs in 1954.*

The final estimate for 1952 was 34,300 and for 1953, 23,000. The preliminary total for 1954, estimated by the Economics and Research Branch of the Department of Labour on the basis of its annual survey of the labour requirements created by plant expansion, exceeds the figures for each of the years 1948 to 1951 but is lower than those for 1952 and 1953.

The aluminium development at Kitimat, B.C., which began operations this year and is expected to require 1,200 new workers, helped to swell the 1954 total.

The industrial distribution of new jobs in 1954 is considerably broader than during 1952 and 1953, when four manufacturing industries—transportation equipment, iron and steel products, electrical apparatus and chemical products—created almost 75 per cent of the new jobs. In 1954, these industries account for about 40 per cent of the total. On the other hand, food and beverages, non-ferrous metal products, non-metallic mineral products, paper products, petroleum products and wood products have already provided more new jobs than they did in 1953.

*The number of new jobs quoted in this article is based on the assumption that the new facilities will operate at full capacity on completion.

In 1954 the number of new jobs created in the transportation equipment industry decreased sharply. In the past three years, new jobs in this industry declined from 16,400 in 1952 to 6,500 in 1953 to a preliminary estimate of 1,200 in 1954. This steady decrease has contributed significantly to the drop in the total number of new jobs created since the peak year of 1952.

The lower level of expansion in the transportation equipment industry, however, was partially offset in 1954 by an increase in new jobs in most of the other industries surveyed: in food and beverages, new jobs increased from 450 in 1953 to 1,150 in 1954; in non-ferrous metal products, from 700 to 2,000; in non-metallic mineral products, from 250 to 1,100; in paper products, from 500 to 800; in petroleum products, from 250 to 700; and in wood products from 1,050 to 1,600.

The regional distribution of new jobs in 1954 also shows some change from the 1948-1953 pattern. While Ontario is expected to provide about 50 per cent of total new jobs in 1954, thus almost matching its seven-year average of 53 per cent, Quebec's share is estimated at about 20 per cent, a decline from its seven-year total of 31 per cent. In the Prairie region, more new jobs have been created through industrial expansion in 1954 than in any year since 1948. This region is expected to account for about 13 per cent of the total,

REGIONAL DISTRIBUTION OF NEW JOBS (1948-1954)⁽¹⁾ AND OF MANUFACTURING EMPLOYMENT (1948)⁽²⁾

Per Cent

	Atlantic	Quebec	Ontario	Prairies	Pacific	Canada
1953.....	1.5	23.3	64.3	7.0	3.9	100.0
1954.....	3.9	20.1	49.3	12.9	13.8	100.0
1948-54.....	4.3	30.4	53.1	6.3	5.9	100.0
Average Employment 1948.....	4.3	32.9	49.6	6.1	7.1	100.0

(1) Economics and Research Branch, Department of Labour.

(2) *Employment and Payrolls*, DBS.

compared with its seven-year average of about six per cent. The Pacific region is also expected to make its best showing this year, largely because of the 1954 staffing of the Kitimat aluminium plant. This region will account for about 14 per cent of total new jobs, compared with its seven-year average of about six per cent. Industrial expansion in the Atlantic region continues to be light.

The table on page 1550 showing the regional distribution of new jobs over the seven-year period 1948-54 and of manufacturing employment in 1948, illustrates that new jobs created by industrial expansion have, during this period, been distributed largely in conformity with the existing distribution of manufacturing employment. The relationship between the two figures is close in all regions.

A notable feature of plant expansion in 1954 is that, while total employment declined during the year in six of the nine industries examined, all of them added new plant facilities, in some instances more than in previous years when total employment in the industries was increasing.

Employment resulting from plant expansion and the trend in total employment by industry since 1948 are examined in the following paragraphs.

Non-ferrous Metal Products—Although employment in the non-ferrous metal products industry was lower in 1954 than in 1953, its expansion of plant facilities is expected to create about 2,000 new jobs this year. The new aluminum plant at Kitimat, which will have a staff of about 1,200 by the end of 1954, accounts for this large total. The remaining 800 new jobs are more in line with the usual expansion pattern of the industry in recent years.

From 1948 to 1954 the industry created more than 5,500 new jobs through indus-

trial expansion; the total of 2,000 for 1954 is, therefore, considerably higher than the seven-year average.

Non-metallic Mineral Products—It is estimated that new plant facilities in the non-metallic mineral products industry will require about 1,100 additional workers in 1954, compared with 250 in 1953. Most of this year's expansion has been in the asbestos, gypsum, concrete and brick products industries. In addition, two large glass container plants were completed in 1954.

During the seven years 1948 to 1954, almost 6,000 new jobs became available in the industry through construction of new plant facilities, so that the 1,100 new jobs created this year were well above the seven-year average.

NON-METALLIC MINERAL PRODUCTS

—	New Jobs (¹)	Average Employ- ment Index (²)
1948.....	1,200	97.8
1949.....	450	100.0
1950.....	600	104.7
1951.....	1,200	113.8
1952.....	1,250	110.5
1953.....	250	113.5
1954.....	1,100	113.5(³)

Petroleum Products—The total of more than 700 new jobs created in the petroleum products industry in 1954 rivals the peak of 750 in 1951. The discovery of new oil fields in Alberta touched off major expansion of refinery capacity in the Prairie region and, with completion of the pipe lines, in Ontario and British Columbia. While the annual investment in this industry has continued to be high, it has been primarily devoted to technological improvements that provided few new jobs.

The industry provided 2,900 new jobs through expansion during the seven-year period since 1948. The total of 700 new jobs created in 1954 is therefore well above the annual average.

NON-FERROUS METAL PRODUCTS

—	New Jobs (¹)	Average Employ- ment Index (²)
1948.....	100	100.9
1949.....	350	100.0
1950.....	650	98.0
1951.....	650	109.5
1952.....	800	110.0
1953.....	700	118.1
1954.....	2,000	115.6(³)

PETROLEUM PRODUCTS

—	New Jobs (¹)	Average Employ- ment Index (²)
1948.....	550	97.9
1949.....	200	100.0
1950.....	350	105.4
1951.....	750	113.1
1952.....	100	119.1
1953.....	250	119.4
1954.....	700	120.0(³)

(¹)Economics and Research Branch, Dept. of Labour. (²)Employment and Payrolls, DBS. (³)Eight-month average.

Wood Products—Although employment in the wood products industry has declined somewhat since 1953, new plant facilities created in 1954 required about 1,600 workers, the highest yearly figure since 1948. Regionally, the expansion in 1954 was widely dispersed: about 550 new jobs were created in both Ontario and Quebec, 150 in the Prairie region and about 350 in the Pacific region. The lumber industry accounted for most of this expansion, a smaller amount coming from the furniture industry.

New production facilities in this industry resulted in the creation of 6,850 new jobs since 1948. The total of 1,600 for 1954 is the highest on record and lies substantially above the annual average for the past seven years.

WOOD PRODUCTS

—	New Jobs (¹)	Average Employ- ment Index (²)
1948.....	650	103.2
1949.....	800	100.0
1950.....	550	103.9
1951.....	800	108.5
1952.....	1,400	101.5
1953.....	1,050	105.5
1954.....	1,600	99.0(³)

Food and Beverages—Expansion of plant capacity in the food and beverages industry returned to its annual long-run rate of increase after a lull in 1953. The new facilities created this year are expected to require about 1,150 workers, compared with 450 in 1953. The new jobs created in 1954 are fairly well distributed through all five regions.

Since 1948, this industry has required 7,800 additional workers to staff its new facilities. The total of 1,150 new jobs in 1954 was exceeded in the years 1950 to 1952 but is slightly above the seven-year average.

FOOD AND BEVERAGES

—	New Jobs (¹)	Average Employ- ment Index (²)
1948.....	1,100	100.6
1949.....	800	100.0
1950.....	1,500	101.1
1951.....	1,350	102.9
1952.....	1,400	105.1
1953.....	450	104.6
1954.....	1,150	101.0(³)

Paper Products—The paper products industry, one of three in this survey showing an increase in employment over 1953 (the petroleum and chemical industries are the other two) increased its facilities during 1954 and created a total of 800 new jobs. Most of the expansion was in the manufacture of containers and specialty papers and in various forms of printing and publishing. There was little expansion this year in other branches of the industry. The regional distribution shows that about 450 of the new jobs were in Ontario, 100 in the Prairie and about 200 in the Pacific region.

During the period 1948-1954, 6,800 new jobs were created through the expansion of plant capacity in this industry. The total of 800 new jobs in 1954, though well above last year's figure, is below the industry's annual average rate of expansion.

PAPER PRODUCTS

—	New Jobs (¹)	Average Employ- ment Index (²)
1948.....	1,350	103.4
1949.....	800	100.0
1950.....	800	100.6
1951.....	1,300	108.1
1952.....	1,300	108.6
1953.....	500	109.8
1954.....	800	113.2(³)

Iron and Steel Products—Although employment in the iron and steel products industry fell significantly below the 1953 level, new plant facilities providing jobs for an estimated 2,250 workers were constructed in 1954. Some of this year's expansion occurred in firms producing machinery, tools and structural steel products but most of it was in a wide variety of firms producing what might be termed "lighter" consumer and producer goods. The regional distribution of new jobs in 1954 was: about 1,900 in Ontario, 250 in Quebec and about 100 in the Prairie region.

IRON AND STEEL PRODUCTS

—	New Jobs (¹)	Average Employ- ment Index (²)
1948.....	3,100	101.5
1949.....	1,450	100.0
1950.....	1,550	98.4
1951.....	2,900	110.5
1952.....	3,400	113.0
1953.....	3,750	111.8
1954.....	2,250	102.6(³)

¹Economics and Research Branch, Dept. of Labour. ²Employment and Payrolls, DBS. ³Eight-month average.

This industry has built new facilities requiring 18,400 workers during the past seven years. The total of 2,250 new jobs in 1954 is somewhat below the annual seven-year average for the industry.

Chemical Products—Employment in the Chemical products industry increased as much this year as last but only 900 new jobs were created, compared with 2,750 in 1953. The erection of some large synthetic textile plants contributed to the high peak in 1953. Most of the new jobs created in 1954 were in Ontario and Quebec.

The expansion of new manufacturing facilities in this industry since 1948 has required 8,150 additional workers. The total of 900 new jobs in 1954, though above the figures for the years 1949 to 1951, is only one-third of that for 1953 and well below the annual seven-year average.

CHEMICAL PRODUCTS

—	New Jobs (¹)	Average Employ- ment Index (²)
1948.....	1,000	98.6
1949.....	550	100.0
1950.....	800	102.4
1951.....	800	109.6
1952.....	1,350	113.9
1953.....	2,750	116.9
1954.....	900	120.8(³)

Electrical Apparatus—Following a period of rapid expansion of plant facilities in 1952 and 1953, the electrical apparatus

ELECTRICAL APPARATUS

—	New Jobs (¹)	Average Employ- ment Index (²)
1948.....	2,250	99.9
1949.....	550	100.0
1950.....	700	107.4
1951.....	1,450	120.7
1952.....	4,250	120.8
1953.....	3,500	135.4
1954.....	2,300	134.3(³)

industry reported a smaller though substantial number of new jobs for 1954. The decline in expansion from the exceptionally high level in 1952 resulted from an easing off in defence expenditures for electrical goods. As in 1953, the expansion in 1954 was concentrated in television sets and parts manufacturing. There was considerable expansion of facilities in battery manufacturing this year. The regional distribution shows Ontario had 2,000 of the new jobs and the Prairie region 200.

Approximately 15,000 new jobs have been created in this industry since 1948. The total of 2,300 new jobs in 1954, though only about one-half of the 1952 total, is roughly equal to the annual average for the past seven years.

New Job Totals, 1948-1954—The table below shows the total numbers of new jobs resulting from expanded manufacturing facilities for each year since 1948. It shows that a significant yearly increase occurred in the number of new jobs from 1949 until the peak in 1952. Since then the totals have fallen off.

Note, however, that despite the fairly significant decline in total manufacturing employment since 1953, plant capacity has been increased and will require more than 16,000 additional workers this year. This suggests that expansion of capacity, in the larger firms at least, is based on the long-run economic outlook and is not seriously affected by short-run variations in employment.

ALL MANUFACTURING

—	New Jobs (¹)	Average Employ- ment Index (²)
1948.....	16,000	100.1
1949.....	8,100	100.0
1950.....	11,900	100.9
1951.....	15,300	108.0
1952.....	34,300	109.3
1953.....	23,000	113.3
1954.....	16,200	108.0(³)

¹Economics and Research Branch, Dept. of Labour. ²Employment and Payrolls, DBS. ³Eight-month average.

5th Meeting of Apprenticeship Training Advisory Committee

Definite need for more employers to provide apprenticeship training seen by members. Room for improvement in existing programs pointed out. Too many apprentices fail to complete training, Committee told

A definite need for more employers to provide apprenticeship training was seen by members of the National Apprenticeship Training Advisory Committee at its fifth meeting in Ottawa, October 14 and 15.

Hon. Milton F. Gregg, Minister of Labour, in welcoming the members on the opening day, emphasized the great need for more employers to open up apprentice training opportunities.

The Committee, composed of provincial apprenticeship authorities and representatives of industry and organized labour, meets regularly to advise the Federal Government on methods of increasing Canada's supply of apprentices. The fifth meeting was under the chairmanship of Percy R. Bengough, retiring President of the Trades and Labour Congress of Canada.

While the Committee members agreed generally on the need for more training opportunities being provided by Canadian employers, some members felt there was room for improvement in existing apprenticeship programs. It was pointed out that there were far too many drop-outs among apprentices.

S. R. Ross, Supervisor of Trade Training, Department of Labour, presented figures showing that in all provinces except Quebec and Prince Edward Island during the period April 1, 1945, to September 1, 1954, there were 23,205 apprentices registered in eight building trades. Of this number only 10,265 completed their apprentice training.

Mr. Ross reported that in the eight provinces with which the Federal Government has apprenticeship agreements, the three trades having the greatest number of drop-outs are painting, carpentry and sheet metal work. Percentages of drop-outs in these trades were 39.8, 33.6 and 30.9 respectively. Figures for other trades were: electricians, 24.1 per cent; plasterers, 23.9 per cent; plumbers, 23.5 per cent; bricklayers, 22.0 per cent; and steamfitters, 21.5 per cent.

Completions were greatest, said Mr. Ross, in the bricklaying trade, where 54.7 per cent of the apprentices completed their training. Completions in the other trades were as follows: plasterers, 50.5 per cent; carpenters, 45.5 per cent; plumbers, 44.5

per cent; electricians, 42.8 per cent; painters, 41.3 per cent; sheet metal workers, 38.8 per cent; and steamfitters, 22.4 per cent.

Discussion on the reasons for so many drop-outs and the length of time required to train apprentices led to the question of granting credits for time spent at a trade in technical or vocational schools. After considerable debate pro and con, the Committee adopted the following recommendation:—

"That apprenticeship authorities throughout Canada review their system of granting credits on apprenticeship and its effect on the length of apprenticeship in an effort to reduce the number of drop-outs and increase registration in the various trades."

Mr. Ross reported that analyses of the machinist and carpentry trades were in process of being assembled. The Committee agreed that these two should be completed before analyses of other trades are begun.

The trade analyses, said Mr. Ross, will be useful in determining a basic core of required skills and knowledge in the training of apprentices. They would also be available to all instructors to establish courses at different levels of training.

Mr. Ross pointed out that even among skilled and experienced teachers, there is not complete agreement as to what to teach, how to teach it, and when. The same was true of instructors, who are often chosen at short notice from their trades to instruct apprentices for a part of each year.

With this problem in mind, he said, the Training Branch of the federal Department of Labour is recommending a class in teacher training to run for a six-week period during May and June next year in Toronto. He said the Department is offering to share in certain elements of the cost of this program under the terms of the Vocational Training Co-ordination Act.

During the general discussion, the Committee members agreed that the Training Branch should send out questionnaires to trade schools concerning standard optimum

equipment lists and the minimum number of apprentices for a class, and submit the findings to the provincial apprenticeship authorities.

The Committee also agreed that research among graduates, employers and parents as to the effectiveness of apprenticeship programs be referred to the provincial authorities for their comment and opinions.

A. W. Crawford, Director of Training, Department of Labour, reported the progress of co-operative plans and publicity. He said that under the co-operative plans, employers were encouraged to supply equipment to trade schools.

Several large auto and electrical firms have already contributed equipment, he said, and the plan is being extended to solicit contributions from the construction industry.

Mr. Crawford said the series of six radio talks on apprenticeship sponsored by the Department of Labour and heard recently over a nation-wide network had met with good success. More than 3,000 copies of the text have been sent out in answer to requests. An additional 15,000 copies were sent by the Department of Labour to employers in Canada having staffs of 50 or more persons.

E. V. Gage of the Canadian Construction Association submitted a report on the Association's Apprenticeship Committee. He said a recent CCA survey of apprenticeship programs carried out by construction employers showed that the most effective efforts were at the local level.

The CCA, he said, intends to establish a special department at its head office in Ottawa to act as a clearing house for information and to co-ordinate the apprenticeship work being done throughout the country by construction firms.

Mr. Gage said the CCA has decided to conduct publicity to encourage apprenticeship, raise standards, and point out to the general public the value of and opportunities in trade careers.

The CCA official reported that about half of the building exchanges across the country have apprenticeship committees. The CCA, he said, is in a good position to and will help the building exchanges, which represent employers in all the building trades, in the job of recruiting, training and placement of apprentices.

A young man who discontinues his apprenticeship typically does so for money reasons and typically continues to work in the same trade, especially if he has completed a good part of his training, according to a study made by the United States Bureau of Apprenticeship early this year.

Excluding drop-outs who were in the Army or in school, were unemployed or sick, or were about to resume apprenticeship, the study covered 522 persons who dropped out of apprenticeship programs in 1951 and 1952. About 38 per cent of them were working in the trade in which they had been apprenticed and another 12 per cent in closely related trades. Another 38 per cent held such jobs as clerk, salesman, busdriver, truckdriver, farmer, and labourer.

Most of the 522 had discontinued apprenticeship training voluntarily, usually for financial reasons.

The Committee discussed the importance of uniform standards in the various trades and the value of a standard record of attainment for apprentices moving from place to place and province to province during their training. It was decided that the Committee would ask Directors of Apprenticeship to furnish information regarding the granting of certificates of qualification to apprentices at the end of their training and whether these were granted following written or practical examinations.

The Committee also considered the problem of the effect on apprenticeship of skilled immigrants who come to expected employment in their trades, and the effect on apprenticeship of those who enter the trades by pick-up methods. Both problems were noted, but the Committee members felt that the solution to the second rested on agreement between industry and the trade unions.

Members of the Committee present at the fifth meeting were: R. E. Anderson, Chief Administration Officer, Department of Labour, Nova Scotia; A. E. Hemming, Executive Secretary, Trades and Labour Congress of Canada; J. B. Metzler, Deputy Minister of Labour, Ontario; J. H. Ross, G. Rousseau, Apprenticeship Branch, Department of Labour, Quebec; and L. J. Sparrow, Superintendent of Apprentices, General Electric Corporation.

The St. Lawrence Seaway Authority announced October 19 that work would begin immediately on excavation of a channel and construction of a dike between Jacques Cartier and Victoria bridges in the Lachine section of the project. Work is to be completed not later than June 30, 1957.

42nd Annual Convention of the N.B. Federation of Labour (TLC)

Three-day meeting attended by largest number of delegates, 140, in Federation's history. James A. Whitebone re-elected for 24th consecutive term as President. Lee Smith is new Secretary-Treasurer

Featured by the largest attendance in its history, the 42nd annual convention of the New Brunswick Federation of Labour (TLC) was held in Bathurst September 20 to 22 with approximately 140 delegates representing five central bodies and 65 local unions.

Indicative of its comprehensive interest in federal, provincial and municipal affairs the convention dealt with 48 resolutions ranging from advocacy of measures to deal with unemployment to housing, rent control, safety regulations, workmen's compensation and labour legislation.

In attendance as invited guests were the Hon. Milton F. Gregg, Federal Minister of Labour; Hon. Arthur E. Skaling, New Brunswick Minister of Labour; Hon. Austin C. Taylor, Leader of the Provincial Opposition; His Worship Mayor Merle Smith, of Bathurst; H. R. Pettigrove, Chief Industrial Relations Officer for the Maritimes; and W. Morley Roberts, Personnel Manager, Unemployment Insurance Commission.

Claude Jodoin, President-elect of the Trades and Labour Congress of Canada, in his first official speech in his new office, enthused the convention by his trenchant marshalling of the problems confronting organized labour in Canada.

Also well received was John McLeod, dean of the Congress and Vice-president of the International Union of Bricklayers, Masons and Plasterers. Others who brought fraternal greetings were Capt. James Cody, International Trustee, International Association of Fire Fighters; John Galbraith, Vice-president, International Longshoremen's Association; Ralph Wade, General Representative, International Brotherhood of Pulp, Sulphite and Paper Mill Workers; and H. C. Tracey, General Representative, Brotherhood of Electrical Workers.

Federal Minister of Labour

Hon. Milton F. Gregg, Minister of Labour, dealt unreservedly with unemployment; the delegates applauded his frank appraisal.

The Minister told the convention that he "was not blind to the fact that many Canadians cannot be covered under existing legislation". He further realized "that a married man with a family could not cope with living costs on payments allowed him under present regulations."

The Minister went into the background of the problem—the lush period of near full-employment and the stock-piling of war material against the back-drop of the Korean situation. Then came the strengthening of other nations from our reserves.

All these factors had a delayed-action impact which combined resulted in a tightened economy.

In efforts to alleviate conditions, the Minister stated that the Federal Government would try to advance a maximum amount of its contracts for the winter months to ease seasonal unemployment.

He told the delegates he would present amendments to the unemployment insurance legislation at the next session of Parliament. These changes, now receiving careful attention, would be designed to "make the insurance program a better instrument for workers' security".

Provincial Minister of Labour

After reviewing the work of his department, Hon. A. E. Skaling, Provincial Minister of Labour, also concentrated on unemployment.

He declared he was old-fashioned enough "to believe that the primary responsibility for getting a suitable job lies with the individual himself". He was also modern enough to realize that individuals today cannot create jobs when adverse economic conditions develop, he said.

Tracing the factors involved in our present structure of society he said: "I suggest that events have so developed as to place with our Federal Government, whatever its political complexion may be from time to time, a very large share of the responsibility to cope with economic recessions and resultant unemployment".



Two Ministers of Labour and Two Labour Organization Presidents

Claude Jodoin, TLC President; Hon. Milton F. Gregg, Minister of Labour, Canada; James A. Whitebone, Federation President; Hon. A. E. Skaling, N.B. Labour Minister

Mr. Skaling added that he was not speaking politically. He was speaking of the Federal Government "as a permanent institution and not as a particular political group".

"Canada can only remain healthy if all governments, regardless of their political stripe, work together for the common good," he asserted.

Other Speakers

Hon. Austin Taylor, Opposition Leader in the Legislature, urged greater understanding between individuals and groups in the recognition of social and economic problems.

President-elect Claude Jodoin of the Trades and Labour Congress was applauded when he declared that "organized Labour in Canada must guard and maintain the principle of non-compulsory arbitration".

Referring to the recent railway dispute negotiations, he said that railway employees had done the right thing in accepting what he termed "voluntary-compulsory arbitration" even though their acceptance was reluctant.

He asserted that if they had not agreed, a special session of Parliament would have been called, and then "there would have been compulsory arbitration in any event. If this had happened a dangerous precedent would have been established," he observed.

"If we don't watch out and be alert sentries we will find that trades and

industries other than railways will be coming under compulsory arbitration," he cautioned.

While recognizing that continued operation of rail lines was vital to Canada's welfare, he contended that "at the same time railway employees should not be denied social and economic advantages enjoyed by workers in other fields".

"Canadians may have to realize that they must cover the differences for reasonable and deserved adjustments among railroad staffs," he said.

Referring to unemployment, Mr. Jodoin declared that "Canada, rich in resources, should be able to keep her people at work. Labour had been given to understand that the Government had prepared plans to provide jobs in the event of widespread unemployment. If so, it was time the Government took these recession plans off the shelf."

Dealing with immigration, he said there was "agreement within the Trades and Labour Congress that Canada, great in physical capacity, should be able to support a larger population; but it has always advocated that immigration policies should have an organized pattern prepared by the Federal Department of Labour, which knows, or should know, which type of industry and enterprise, requires workers". He advocated a tripartite commission formed of representatives from government, labour and management to evaluate the need for more workers.

The annual report of the Federation President, James A. Whitebone, was given complete endorsement by the delegates. It dealt with such matters as organization, amendments to labour legislation, the St. Lawrence Waterway, the Chignecto Canal, housing, and labour unity.

In introducing his report, President Whitebone paid tribute to the late George R. Melvin, for 35 years Secretary-Treasurer of the Federation. "He had become to us a living symbol of all that is worthy and fine in our labour movement", noted the President in his eulogy.

Sincere tribute to the great contribution which George Melvin made as a labour leader in the province and as a worthy Canadian was also expressed by Labour Minister Gregg, President-elect Claude Jodoin and other distinguished guests.

Unemployment Resolution

Without debate and unanimously supported, the following resolution on unemployment, sponsored by the Saint John and District Building and Construction Trades Council, was adopted:

Whereas: Unemployment is creating a grave hardship on thousands of our citizens, many of whom are newcomers encouraged to come to this country by false promises and misrepresentations; and

Whereas: Our affiliated unions have no way of creating employment to meet the needs of those workers sent to the offices by employers who desire to further mislead the workers by saying "sure, get a clearance from the union and you can go to work," knowing full well the union office only fills the orders placed by the said employer; and

Whereas: The Federal Government must accept responsibility for the sad plight of these unemployed workers since it ignored labour's repeated representations to cease flooding the labour market to meet the request of employers who only had larger profits in mind; therefore be it

Resolved: That this group of Building Trades Unions recommend to the New Brunswick Federation of Labour that it call upon the Federal and Provincial Governments to immediately set in motion a public works program that will give our citizens employment at trade union rates of pay and under trade union conditions and such program to take into consideration those areas most affected by abnormal unemployment conditions and where climatic conditions will allow continuation of such works program on a year-round basis.

Other Resolutions

Pointing out that major crown land lessees are not making complete use of their holdings, a resolution asked that the Provincial Government, in view of the present unemployment situation, be petitioned to endeavour to have these lessees

increase the manufacture of finished products within the province, rather than export the material in a raw state.

The newly-organized Provincial Congress of Public Works Employees asked and received Federation support to a resolution which called for an amendment to the provincial Labour Relations Act so that federal unions of provincial public works employees "may enjoy the same bargaining rights and other privileges accorded other groups of employees, and that in the meantime such employees (public works) be accorded all rights and privileges enjoyed by all other government employees under the provisions of the Provincial Civil Service Act".

Workmen's compensation was the subject of four resolutions.

One requested that the scale of payments under the Act be increased from the present rate of 66½ per cent to 75 per cent of the current earnings of the injured worker, and that the maximum amount of earnings upon which compensation is paid be raised from \$3,000 to \$4,000 per annum.

Stating that few workers are aware of the facts concerning the payment of workmen's compensation, and noting that Workmen's Compensation Boards in other provinces have published booklets on the subject for the information of workers, a resolution requested that a similar procedure be followed in the province of New Brunswick.

An amendment to the Act was requested to permit inclusion under the term "qualified practitioners" of chiropodists, chiropractors, naturopaths and dentists.

The fourth resolution requested payment of compensation to boilermakers and helpers suffering from partial disability in hearing as a result of excess noise suffered in their trade.

Other resolutions called for:—

Construction of low-cost homes and low-rental housing.

A review of the wages scale of provincial Public Works employees, so as "to compare somewhat with the cost of living and other industries in the province".

Enactment of a provincial code for the plumbing industry.

Provincial regulations governing the licensing of stationary engineers.

Having the Liquor Control Board declared an employer under the provincial Labour Relations Act.

Advertising of vacancies in the provincial civil service "on the same principle as in the federal Civil Service".

Safety precautions for highways and a reduction of the load maximum for motor transports.

Payment of widows' allowance regardless of assets up to a maximum of \$10,000 and until dependents reach the age of 18.

Amendment of the Liquor Control Act to permit the sale of beer and wine in taverns and cocktail lounges under a system of local option.

The constitution was amended by several resolutions, so much so that the Federation Executive presented a resolution calling for a complete revision to be submitted to the next convention. This was adopted.

Election of Officers

James A. Whitebone was re-elected for his 24th consecutive term as President of the Federation.

William E. Touchie, Moncton, was elected 1st Vice-president; W. A. Mac-Millan, Tidehead, 2nd Vice-president; and W. A. MacLean, Fredericton, 3rd Vice-president.

Lee A. Smith of Saint John was elected Secretary-Treasurer.

Representatives of 1,700 public works employees in New Brunswick completed their organization at the convention and elected its first slate of officers as follows: President, W. H. Morrison; 1st Vice-president, U. J. A. Lajoie; 2nd Vice-president, Paul Wade; 3rd Vice-president, Robert Millican; Secretary-Treasurer, C. E. Stiles.

25th Annual Meeting of the Canadian Chamber of Commerce

"Canada's Next 25 Years" is theme of convention; one panel convened to discuss future labour-management relations. Resolutions call for action to alleviate seasonal unemployment, amending of Income Tax Act

What about the future relationship of business and government? Can business and government develop new and better techniques for team play?

What about the future relationship between management and labour? We have come a long way but can we do better in the future?

Under the heading, "Canada's Next Twenty-five Years", these and other problems were discussed by the Canadian Chamber of Commerce at its 25th annual meeting at Halifax, N.S., in October.

Resolutions urged action to alleviate seasonal unemployment; amending of the Income Tax Act to permit the full amount of medical expenses to be deductible; steps to bring about uniformity in road signs and road rules; and retention of the Union Jack as part of the design of any distinctive Canadian flag.

A resolution recommending that Dominion Day be observed on the first Monday in July, instead of on July 1, failed to receive the required two-thirds vote.

President's Address

W. J. Borrie, the Canadian Chamber's retiring President, saying he would go a little further than the three areas named

for discussion, suggested consideration of the future of organized business with seven basic long-range aims:

1. National Unity and Development: We must continue to assist the Federal Government with the considered views and opinions of Canadian business and Canadian communities on all matters affecting the development of a healthy and prosperous Canada.

2. Sound Government Finance: We must create an effective demand for government economy and efficiency and help develop a fair and equitable tax system by continuously presenting the views and opinions of the community to the Government. It is our duty to discourage welfare and other schemes which the country cannot afford.

3. Legislation: We must keep business informed on federal legislative plans affecting them. We should continue to take action to turn aside legislative measures alien to logical business practices.

4. Economic Understanding: We must build a better public understanding of the basic economics of the Canadian democratic system of freedom of enterprise, and promote the ideals of individual incentive and self-reliance.

5. Greater Trade: We must work for increasing trade, with emphasis on the solution of our economic problems with the Commonwealth and the United States.

6. Labour Relations: We must work to maintain fair relations among labour, management and capital, with a minimum of Government intervention.

7. Community Building for the National Good: We must step up our services for Boards and Chambers to assist in increasing their efficiency and extending their usefulness to the communities they serve.

Mr. Borrie suggested several things the Chamber could do "in this period of readjustment". He said:

We can attempt to reduce costs per unit by investing in better and more efficient machines.

Future Labour-Management Relations

Speakers in the panel discussion "The Future Relationship of Management and Labour" were Lionel A. Forsyth, President, Dominion Steel & Coal Corporation, Ltd., Montreal; Eugene Forsey, Director, Research Department, Canadian Congress of Labour; and Herbert H. Lank, President, DuPont Company of Canada, Ltd., Montreal.

Lionel A. Forsyth

The time has come, Mr. Forsyth stated, for labour, through its leadership, to take a second look at the picture and pattern of Canada's industrial position.

Management, the general public—so often an innocent and injured bystander—and government, as well, should enter upon a re-appraisal of the situation as it affects us all, he said.

It does not, said Mr. Forsyth, require much imagination or excessive optimism to believe that the pattern of Canadian labour relations during the next quarter century will change for the better.

Labour, on the one hand, will, of necessity, be obliged to define its objectives and realize that the formula of "more" has limitations, which the rights of third parties will impose when "more" threatens to become "too much".

Management will be compelled to acknowledge that the profit motive, admirable though it may be as an incentive, has limitations.

"We pay," said Mr. Forsyth, "glib lip service to 'free enterprise'. Whether such a thing as free enterprise, in the literal meaning of those words, ever did or can exist in communities made up of interdependent individuals or in a world of interdependent nations, is open to grave question. If free enterprise is to mean freedom to serve one's own selfish ends, regardless of the rights of others, we cannot and should not have it.

"If it is to mean freedom of the strong to exploit the weak, the history of labour relations in this country is a negation of our willingness to accept it.

We can stimulate consumer demand by introducing new products and redesigning and dressing up old products.

We can look to newer and better ways of doing things. We can be more resourceful.

We must not run to government to help us out of a difficulty which could be overcome by our own action.

We must work for a still higher standard of living—and one of the keys to this is encouraging greater productivity.

We must do our utmost to see that the Canadian economy is kept flexible and as free as possible of bureaucratic controls.

"If it means, as in my view it ought to, the right of citizens to follow the daily pursuits of mankind and, in so doing, to fulfil their desires for self-improvement and for the security from the fruits of their efforts, without fear of the tyranny of regimentation and subject only to those controls which are born of the common good, then it is worthwhile.

"It can be established only upon a basis which admits that its privileges are for those who assume its obligations.

"The organization and mobilization of the industrial workers has been accomplished by trade union leadership. The leaders of this movement have pursued their objectives implacably and ruthlessly to the point where it is not improbable that rigid and uncompromising attitude of labour leadership will lead, if it has not already done so, to an enslavement of industrial labour in their present 'promised land' not less objectionable than the Pharaohesque oppression from which they have escaped.

"The advance of labour toward its social and economic goals has, in the main, made Canada a better land to live in. Those who voiced and practised the most bitter opposition to each and every advantage gained by labour would, I believe, concede that the efficiency of industry has been improved rather than impaired in a reasonably direct ratio to labour's progress.

"However, I believe that the time has come for labour, through its leadership, to take a second look at the picture and the pattern of our industrial position.

"At the same time, management, the general public so often an innocent and often injured bystander and government authority as well should enter upon a re-appraisal of the situation as it affects us all."

Technical advances in mechanical means of production have contributed in no small measure to the ability of industry to face and satisfy calls upon production to meet the demands of labour for improved social and economic standards, Mr. Forsyth continued.

Whether there is a limit to technological advance, who can know? Whether ultimately the pressure upon production for more and more of its fruits will of itself defeat its aims, is also a moot question. But there are some cankers in the industrial anatomy which require immediate attention, and I look to the future to cure and eliminate them.

First and foremost, I lay to the charge of union leadership a failure to recognize their own responsibility and that of their membership to the general public.

Quarrels between unions had visited great hardship on the general public, said Mr. Forsyth, when neither the public nor the employer had any part, parcel or interest in the dispute. So-called jurisdictional disputes, as they operate, are an offence against all moral principles, he asserted, and should not only be universally condemned but outlawed.

"Violence and the capacity of mobs for destruction of and damage to property, more often condoned and approved by union leadership than disapproved and forbidden, are in themselves contrary to good citizenship and cannot, in the final analysis, promote or improve the status of the trade union in our communal society....

The membership of trade unions are all too frequently kept in utter ignorance of the actual issues between their employers and their officers; and in many cases are misinformed by misrepresentation or concealment of the facts arising in disputes or negotiations.

The practice of committing the majority of the employees by the vote of sparsely attended minority meetings is all too common, and is, in its essence, a negation of what we proudly call the principles of democracy.

I find it difficult to justify the lack of opportunity of union members and of the interested public to examine into the accounts of trade unions and to criticize the administration of their funds and other assets.

The critical attitude that I have voiced on these aspects of Canadian labour relations can be summed up in an opinion, formed by experience and observation, that labour leadership, and under their instruction, a great body of the rank and file of union membership believe that they are beyond and above the law by which the rest of us must live.

Laws, stated Mr. Forsyth, which were unduly oppressive affirmatively or by omission failed to safeguard the industrial population have been amended to meet present-day needs. It may be true, he said, that the methods employed to bring about this desirable result were the only methods which could do so but, he suggested, "the time has come when the situation calls for reason to rule rather than that bias, prejudice, deceit, and violence should find

any place in the relationship of the two greatest units of our economic system." He continued:

I am satisfied that unless and until both management and labour accept the great truth that in the modern world we cannot subsist otherwise than by the utilization of our wealth in men and materials towards their maximum productive potential, the future of labour relations in Canada, like their present status, cannot present other than an obscure and somewhat confused pattern in which on the one hand the striving to retain, and on the other to attain, complete mastery defeats the achievement of the optimum good.

Management and labour can neither one swallow nor absorb the other. As enemies neither one can realize its professed objectives. As allies, each can fulfil its destiny and its obligations, a destiny and an obligation which will be rewarding—service to their country and its people.

Eugene Forsey

Can we have a working partnership between management and labour or does the future hold only an endless conflict? My answer, said Dr. Forsey, is "both and neither". He went on to explain:

There are common interests, and there are differing interests. The common interests can mean partnership. The differing interests are bound to mean conflict. Broadly speaking, management and labour have a common interest in keeping the plant operating: no plant, no work, no wages, no profits. But there may be times when it is to labour's interest to shut the plant for a time in order to achieve some end which can't be achieved by any other means. To get higher wages, shorter hours or better working conditions, it may be necessary to strike.

There may also be times when it is to management's interest to shut the plant in order to achieve some end that can't be achieved by any other means. To break up a union, to keep wages down, hours up, and working conditions satisfactory to the employer, it may be in management's interest to provoke a strike, especially if it can do it at a time or in circumstances when the strike is pretty certain to fail, e.g., during a slack season, or when the union is new and weak.

So here there is both a common interest and a clash of interests.

There is also a common interest in keeping the plant operating as efficiently as possible. *Other things being equal*, the more money the firm makes, the more it can afford to pay in wages, shorter hours and better working conditions. But the qualification is important: *other things being equal*. They may be very unequal. The more money the plant makes the more it can afford to pay to labour but it doesn't follow that it will pay more. The employer may pocket all the fruits of the extra efficiency himself.

So extra efficiency is in labour's interest if labour gets its fair share of the results; if it doesn't, it isn't. There is no point in working harder simply to line someone else's pocket....

Without trade unionism and collective bargaining, industry is a dictatorship of the employer. It may be a benevolent dictatorship. But even if it is, good government is no substitute for self-government. The benevolent dictator of today dies, or retires, or sells out; and the dictator of tomorrow may be far from benevolent. Workers want not only high wages, short hours and good working conditions. They want some *security* for these things. They want rights. They want a say in settling their wages, hours and working conditions. . . .

Clearly, this is labour's interest, continued Dr. Forsey. Is it management's, too? he asked. Management wants good labour relations as a means to higher profits, but is management interested in workers' rights as such? Is it interested in constitutional government in industry as such?

All this, of course, doesn't mean that labour and management can't agree. Even when their interests are fundamentally different, it doesn't necessarily mean they have to fight. In the political community, people who differ fundamentally on various things manage to live together in peace. So they can in the industrial community. Democracy means, among other things, using heads instead of breaking them. It means discussion and compromise. Each side says what it wants, and why. In the give-and-take of discussion, what each wants may be modified. If it isn't, or if differences remain, then the two sides agree on something which gives neither all it wants but each something of what it wants. That is precisely what collective bargaining does; that is how it applies democratic methods to industry.

So my guess is that for the next twenty-five years we can expect "the mixture as before": neither partnership straight nor conflict straight, but a fluctuating combination of both. The conflict can, I think, be considerably reduced if both sides use common sense and refrain from trying to score small points against each other just for the fun of it. But I don't think it can be got rid of, whether industry is privately owned, or publicly or co-operatively.

Dr. Forsey said he had not had sufficient experience of negotiation to say what the present pattern of negotiation is but he had encountered one pattern that he hoped was "on the way out".

Labour asks for everything but the kitchen sink, expecting to get only a very modest instalment of its demands; Management replies by refusing everything, or even by demanding lower wages and longer hours and more "management rights". I think that's a mistake. Of course both sides have to ask for more than they expect to get, or there'd be nothing to bargain about. But if you hope to get, at the outside, 25 cents, and go in asking for 75 (and I know a case where that is just about what happened), you're asking for trouble. Equally, if you're willing, at a pinch, to give 15 cents, and go in saying you won't give a copper, you're asking for trouble, and may I add that you make

it ten times worse if you say you can't give a copper, and then wind up by giving 15. Next time you may really be broke; but the union won't believe it. I hope the next 25 years will see the end of that kind of disingenuous shadow-boxing.

I hope they will also see a great deal more of managements taking unions into their confidence and letting them see just what the firm can really afford to pay. I thoroughly agree with the Ontario judge who said that if a firm pleads inability to pay, it must open its books and prove it, and experience convinces me that if it does, unions are sensible enough to know that you can't squeeze water out of a stone.

Turning to conciliation and arbitration, Dr. Forsey said:

Arbitration as the final stage in grievance procedure under an agreement is, I think, an essential protection for both parties and for the public. I think it is likely to be a permanent feature of our industrial system. Voluntary arbitration of the terms of an agreement is rare at present. In certain industries, notably the clothing trades, it is well established and works very satisfactorily. I doubt whether it will become much commoner in the next 25 years. Compulsory arbitration, except in a very few public services, is so thoroughly disliked and distrusted by both sides that it seems to me most improbable that it will go appreciably beyond its present very narrow limits.

Conciliation, even compulsory conciliation, is another matter. Canada has gone in for it in a big way. It is, indeed, the characteristic feature of our labour legislation. Is it likely to be a permanent feature? I don't know. But I hope part of it will and part of it won't.

At present, it has two stages: the conciliation officer and the conciliation board. I hope the conciliation officer part will stay. I shall shed no tears if the conciliation board part goes. I think there is everything to be said for insisting that no stoppage of work shall take place till an experienced conciliation officer has tried to get the two sides to agree. We need lots of good conciliation officers: men of character, ability and knowledge of industrial relations; and we need to give them the status and security which will make them independent enough to do their job effectively. If we do that, I think we could very well dispense with conciliation boards altogether.

The delay they provide for is supposed to be a "cooling off" period. I think it is at least as often a hotting up period. Even on paper, the delay is usually considerable.

"Too often in my experience," said the CCL Director of Research, "the prospect of a board (of conciliation) makes both sides unrealistic and irresponsible." He explained:

The union negotiators go into negotiations with a set of fancy demands, slam them down on the table, and say: "Take it or leave it." The employer's negotiators reply with a blank negative. Both then repeat the performance before a conciliation officer and then ask for a board. The board

perhaps succeeds in whittling down the union's demands to something practicable, and manages to wheedle the employer into offering something practicable; or the board members, who probably don't know the industry, do the bargaining and come up with a compromise which may or may not be feasible. The result, in either case, may be far less satisfactory than the parties could have worked out themselves months before if they had really done some genuine bargaining. But it has the advantage that the union negotiators can go back to their membership with an unsullied reputation for "militancy", blaming the board for everything they didn't get. Likewise, the management negotiators can go back to their board of directors with an unsullied reputation for "firmness", blaming the board for everything they didn't get. All good, clean fun in its way, perhaps; but a trifle expensive, directly and indirectly, for management, labour and the public.

Herbert H. Lank

In the next 25 years our industrial structure and procedures may well become far more complicated than today, said Mr. Lank.

With steadily improved technology and automation, our per capita output can increase by 50 to 60 per cent. Our work force promises to increase by more than 50 per cent, to more than eight million. As a conservative estimate, therefore, our gross national production can more than double.

What does this mean to labour-management relations, he asked.

It means that where today we need more widespread recognition of the mutual interest of management and labour, in the next 25 years it will be a matter of increasing urgency—both to help bring about the potential increase in production and to understand it when it has been brought about.

It may seem a formidable challenge, Mr. Lank stated, but the prospective increase in individual output may well, he opined, make possible some further shortening of the work-week and a further improvement in the standard of living. "That could mean an up-grading of labour, by income and education."

Turning to the question of leadership, Mr. Lank asked: "What kind of leadership have we in labour and management?"

What do employees and employers think of unions and of each other?"

Leaders, he said, are usually the product of their times.

When unions had to battle for their very existence a tough, belligerent leadership was to be expected—and management of that day must assume some responsibility for such labour leadership. Today, with the right to organize clearly established, union leadership should be expected to be more conciliatory and broadly constructive and many of them are, although some of the older labour leaders, like a few members of management, find it difficult to adjust to the times.

Like any other executive, a union leader must show results if he expects to retain his position. He must not only get results by always obtaining "more," as Samuel Gompers suggested, but he must also be a practising politician when he holds office by consent of his members. That injects a complicating and often unpredictable feature into his dealing with management.

The basic difference is that whereas the labour leader seeks more for what he has to offer, the business leader is trying to give more value for less; and if he succeeds he'll be in front of the parade. Few labour leaders seem to understand that.

It is an unfortunate fact, continued Mr. Lank, that there is still lack of understanding in many instances between management and employees. Because of it, there is a tendency to regard management and employees as groups with rival ambitions rather than a common objective. If employees think management is indifferent to their welfare, that attitude is likely to be reflected in lower production and lowered quality. If management thinks employees are unreasonable or unwilling to turn out a fair day's work, friction, which will build up to labour disputes and strikes, can be expected.

We cannot remind ourselves too often, said Mr. Lank, that teamwork is essential to industrial strength, with owners, management and workers each making a contribution and each receiving a proportionate award. This, he said, is where understanding is vitally needed in industry, and this is where management has neglected its obligation to spread information on how our business system operates and how the economic welfare of employees is inseparable from the economic welfare of management and owners.

Government and Business

What about the future relationship of business and government?

During the panel discussion on this question the following opinions emerged:—

1. Government participation, or intervention, in the business life of Canada will probably increase.

2. Government efforts in the field of communication—radio, television and publication—should be halted.

3. Combines and anti-trust legislation is here to stay, despite certain iniquities in it.

The panel was under the chairmanship of M. Fowler, Montreal.

Officers for 1954-55

President of the Canadian Chamber of Commerce for the ensuing year is G. S. Thorvaldson, QC, of Winnipeg.

National Vice-presidents are J. G. Godson,

Toronto, and Raymond Dupuis, Montreal.

C. L. Walker, Montreal, and A. C. Ashforth, Toronto, were elected to fill the offices of Honorary Treasurer and Associate Honorary Treasurer.

73rd Annual Convention of the American Federation of Labor

Ten-point program for economic prosperity that aims to reduce unemployment through expansion of purchasing power is endorsed. Approval also given to plan to end jurisdictional disputes among AFL unions

An economic program designed to cut down unemployment through expansion of purchasing power was endorsed by 750 delegates attending the 73rd convention of the American Federation of Labor in Los Angeles, September 20 to 28. Also approved was a plan to end jurisdictional disputes among the AFL's 113 affiliated unions.

In international affairs, the delegates, who represented more than ten million workers, approved a program aimed at preserving the peace and security of the free world.

Convention speakers included President Eisenhower; James P. Mitchell, U.S. Secretary of Labor; David A. Morse, Director-General of the International Labour Organization; and Omer Becu, President of the International Confederation of Free Trade Unions.

AFL President George Meany, Secretary-Treasurer William F. Schnitzler, and all 15 vice-presidents were re-elected to office.

In his opening address, Mr. Meany said the AFL wants maximum employment, maximum production and maximum purchasing power. He said unemployment was the "number one" problem, and criticized the U.S. Government for failure to relieve it.

In a speech dealing with international as well as domestic issues, Mr. Meany stressed that the United States "must be the leader among the nations which believe in the free way of life".

He derided the possibility of "co-existence" with Soviet Russia on Communist terms, declaring that such co-existence, while it might bring peace, would be "the peace of the slave camp, the peace of surrender".

"There is another way to peace for the free world," he said. "That is to build up

our strength militarily, socially, economically—to bind together all who are dedicated to freedom, and build up strength to the point that we will deter further aggression."

Mr. Meany made a strong appeal for action to build unity between the AFL and the Congress of Industrial Organizations and to put into operation machinery for settling jurisdictional disputes within the AFL.

Action on both appeals came in the form of resolutions. The delegates received a report on the operation of the no-raiding pact signed by the AFL and the CIO last June, which was heralded at the time as being the first step towards eventual merger of the two labour groups. After hearing that no major cases of raiding have taken place since then, the delegates unanimously adopted a resolution urging that merger talks between the two organizations be speeded up.

The cause of labour unity was given an added boost when the CIO sent a message of "fraternal best wishes" to the convention, the first such message since the CIO unions broke away from the AFL in 1934. In the message, CIO President Walter Reuther said ratification of the no-raiding agreement by the two organizations and the majority of their affiliates "represents a heartening trend toward elimination of friction within the American labor movement".

Internal Disputes Plan

Mr. Meany's appeal concerning the AFL's internal situation was answered when the delegates unanimously approved an Internal Disputes Plan designed to prevent

raiding among AFL affiliates and to provide a method for the adjustment and adjudication of jurisdictional disputes within the organization. The plan will be submitted to member unions for signing and will be binding only on those individual unions that do so.

The master plan for settling internal disputes was reinforced when, during the convention, four AFL unions entered into a mutual assistance pact of their own. The four unions are the International Brotherhood of Teamsters, the United Brotherhood of Carpenters and Joiners, the International Union of Operating Engineers, and the International Hod Carriers and Common Labourers' Union.

The agreement signed by the four unions sets up machinery to iron out any jurisdictional conflicts and pledges joint effort to enrol several hundred thousand unorganized workers engaged in road building, the laying of pipelines, and other heavy construction.

A further assurance of internal peace was seen in the settling immediately prior to the convention of the 40-year-old feud between the International Association of Machinists and the carpenters' union, each with 800,000 members. The presidents of the two unions signed a peace pact which sets up a formula for splitting jurisdictional control over millwrights engaged in installing machinery in utility plants, printing shops, breweries and factories.

Plan for Economic Prosperity

In its annual report to the convention, the AFL Executive Council proposed a 10-point program for economic prosperity. The program included demands for:—

A 35-hour statutory work week, with overtime pay at time and a half.

An increase in the legal minimum wage from the present 75 cents per hour to \$1.25.

Adoption of full employment and full production as the country's first objective.

Public and private policies to lift consumer buying power to the level of industry's accelerated power to produce.

A fortified national defence program.

Public works and broader public and middle-income housing programs.

Reduced taxes for those in the lower-income groups.

Encouragement of mature labour-management relations through free collective bargaining.

Stimulation of farm income and higher unemployment compensation standards.

The delegates adopted resolutions covering these points, and added one that establishes the 30-hour work week as the AFL's long-range goal.*

The delegates were also told by the AFL executive that economic conditions in the United States, although worse than during the recession of 1949, were good enough to warrant "substantial wage boosts for workers".

The Executive Council warned AFL affiliates "against being deceived by employers in a basically sound financial position who attempt to manoeuvre unions into abandoning wage-increase efforts on grounds of the general economic downturn.

"Even in a depressed and uncertain economic atmosphere and with a relatively stable cost of living, wage increases are warranted to improve worker living standards and to keep pace with the economy's constantly rising level of productivity," the council declared.

Other Resolutions

In other resolutions the delegates stressed the need for vigorous efforts to achieve amendments to the Taft-Hartley Act; called on the AFL Executive Council to watch efforts being made by state legislatures to pass "right-to-work" laws, and to consider a special counter attack for the repeal of such laws and to block enactment of new ones; accused the present Administration of having established "government of, by and for big business"; called for further social security benefits while expressing appreciation for the improvements to the Social Security Act made recently by the U.S. Congress; and called for the setting up of a national health plan.

The Federation also pledged unanimous support to moves by the Government to curb welfare fund abuses and asserted its willingness to co-operate in an objective investigation of welfare funds. It also approved of measures to tighten regulations governing welfare funds of federal labour unions directly chartered by the AFL, and urged all international unions to adopt similar rules.

On the world situation, the Executive Council report called for unyielding opposition to any further compromise with Communism on the Soviet Union's terms. This meant, it said, not a choice between

*The International Brotherhood of Electrical Workers (AFL) at its own convention earlier in the month went on record as favouring the 30-hour, five-day work week with no change in weekly pay, and called on its locals to try to achieve this goal in 1955 contract negotiations.

immediate war or further concessions, but rather that the free world must quickly develop "a positive over-all program to unite its forces".

The program would involve helping colonial peoples secure national freedom and democracy, advancing living standards of the non-communist world by raising purchasing power and productivity, and making it "too militarily costly for Soviet aggression".

A special report of the Federation's International Relations Committee called on the United States to end large-scale economic and military grants to other nations.

The report said that the distribution of billions of dollars in outright grants bred "envy and disappointment" and gave "the false impression of a philanthropist-almshouse recipient relationship".

As a substitute for the present United States system, the report urged the adoption of four yardsticks for future foreign aid. They were:—

1. Help for democratic countries willing to defend their own freedom and to join with other free nations in "promoting human welfare, the fundamental rights of the United Nations Charter, collective security and peace".

2. Economic and technical assistance along the lines of the Point Four program to enable free nations themselves to finance their maximum defence and collective security without neglecting the needs of their people.

3. Reciprocal help by the nations thus aided, with a view to making available to the United States or to the common cause services, supplies or mutual security arrangements.

4. Distribution of the benefits of United States assistance in a way that would raise mass purchasing power abroad.

The report also urged the elimination of trade with the Soviet orbit and the establishment of a "free world trade and prosperity area"; and the adoption of an inter-American prosperity plan to build up the economies of the democratic countries in Latin America.

Guest Speakers

The list of prominent convention speakers was headed by President Eisenhower, who said he regretted the failure of Congress to eliminate provisions of the Taft-Hartley Act unpopular with labour. He promised to send new recommendations to Congress to get rid of these provisions and to recommend a requirement that management also must sign non-communist affidavits.

Mr. Eisenhower admitted there were soft spots in the United States economy and said that "anyone would be idiotic to deny it".

"The views of this convention," he said, "will be studied and considered, just as the views (are studied) thoroughly and sympathetically of every other great group of Americans that compare with it."

James P. Mitchell, U.S. Secretary of Labor, devoted much of his speech to a defence of the Government's labour and economic policies. He pointed to the extension of the Social Security Act (L.G., Oct., p. 1388), extension of the public housing program, medical re-insurance, and more road and ship construction as evidence of beneficial action taken recently by Congress.

Mr. Mitchell said the Government's program is designed to strengthen the United States "by helping people to help themselves".

David A. Morse, Director-General of the International Labour Organization, told the delegates in his speech that the ILO's Governing Body will soon consider proposals for a new international treaty to outlaw forced labour. He credited this development largely to spade-work the AFL had done in exposing forced labour camps in various countries and in bringing these to the attention of the United Nations.

Another problem brought to the attention of the United Nations by the AFL, said Mr. Morse, was that of violations of trade union rights, and especially the right of free association. He said both these problems could be solved by the promotion of good labour-management relations on a world-wide scale, which would be, he said, the ILO's new phase of action.

"A healthy system of labour-management relations is the everyday school of democracy," he said. "Progress here can have repercussions beyond the purely labour field. In the countries now entering upon industrial development the establishment of good labour-management relations can become a bulwark of political and economic democracy. And good labour-management relations are the foundation for sustained social progress."

Omer Becu, President of the International Confederation of Free Trade Unions, said in his address to the convention that "we live in danger of thermonuclear war" until Soviet Communism is abolished or until it changes its nature.

The ICFTU, he said, comprises nearly all free labour movements throughout the world, totalling some 60 million workers in 75 different countries.

Speaking further on the subject of international tension, Mr. Becu said that "it is impossible to live in peaceful co-existence with a country which, while talking peace, has enslaved millions of human beings and their native lands".

In accordance with the AFL custom of choosing convention cities two years in advance, the delegates voted for Seattle in 1956. The 1955 convention will be held in Chicago, beginning September 15.

13th Annual Conference, Canadian Association of Administrators of Labour Legislation

"Labour Relations" major topic of discussion at four-day meeting in Ottawa. Other subjects: labour law enforcement, industrial safety

Representatives of the federal Department of Labour and nine provincial departments attended the 13th conference of the Canadian Association of Administrators of Labour Legislation in Ottawa, September 21-24. This organization of government officers concerned with labour laws meets annually to discuss administrative problems.

"Labour Relations" was the major topic dealt with at this year's conference. An entire day was devoted to a discussion of the functions and administrative practices of labour relations boards, and at the dinner meeting on September 22, Prof. H. D. Woods, Director of the Industrial Relations Centre of McGill University, addressed the members on "The Conflicting Roles of the Conciliation Board chairman".

Other subjects discussed were problems of labour law enforcement, industrial safety, and legislative and administrative developments during the year in the federal and provincial departments.

In an address to the delegates at the opening session, A. H. Brown, Deputy Minister of Labour, stated that the CAALL in the 16 years since it was formed had proved its usefulness and there was little doubt that it had established a firm and continuing place for itself. The Association had progressed, Mr. Brown said, to the point where its members had developed a sympathetic appreciation of one another's needs and aspirations, and in this spirit of understanding they were well equipped to discuss labour problems frankly and with penetration.

The following provincial representatives attended the meeting:—

British Columbia: William Sands, Deputy Minister of Labour; C. R. Margison, Secretary, Board of Industrial Relations.

Alberta: Hon. Norman A. Willmore, Minister of Industries and Labour; K. A. Pugh, Chairman, Board of Industrial Relations; A. Farmilo, Commissioner, Workmen's Compensation Board.

Saskatchewan: Hon. C. C. Williams, Minister of Labour; H. S. Elkin, Deputy Minister of Labour; C. K. Murchison, Director, Wages and Hours Branch; S. J. Tabbutt, Chief Industrial Relations Officer.

Manitoba: W. Elliott Wilson, QC, Deputy Minister of Labour.

Ontario: J. B. Metzler, Deputy Minister of Labour; J. Finkelman, QC, Chairman, Labour Relations Board; E. H. Gilbert, Chief Inspector, Department of Labour; C. G. Gibson, Examiner of Plans, Department of Labour; J. H. Larocque, J. Wibberley, E. Loyer, Miss L. Martin, Inspectors, Department of Labour (Ottawa district); Miss A. Buscombe, Statistician, Department of Labour; Mrs. Josephine Grimshaw, Economist, Department of Labour; S. R. Johnston, Solicitor, Workmen's Compensation Board; H. Hopper, Workmen's Compensation Board; Miss Helen Davis, Secretary to the Deputy Minister of Labour.

Quebec: Donat Quimper, Associate Deputy Minister of Labour; Conrad H. Lebrun, Vice-president, Labour Relations Board; Benoit Tousignant, Chief Inspector, Labour Relations Board; Noel Bérubé, Assistant Director, Conciliation and Arbitration Service; Leopold Roger, Conciliator; Wilfrid Beaulac, Head of Labour Inspection Service, Quebec District; Lucien Hamelin, Secretary, Labour Inspection Service.

New Brunswick: N. D. Cochrane, Deputy Minister of Labour; J. C. Tonner, Secretary,



Annual Conference of Canadian Association of Administrators of Labour Legislation
Federal and provincial representatives attending the conference are shown above, with the executive committee for the coming year in the front row: (left to right) Past President J. B. Metzler, Deputy Minister of Labour, Ontario; 1st Vice-president R. E. Anderson, Chief Administrative Officer, Department of Labour, Nova Scotia; President K. A. Pugh, Chairman, Board of Industrial Relations, Alberta; Secretary-Treasurer Evelyn Best, Legislation Branch, Department of Labour, Canada; and 2nd Vice-president Donat Quimper, Associate Deputy Minister of Labour, Quebec. Some provincial delegates were absent when the picture was taken. At the extreme right of the second row is Prof. H. D. Woods, Director, Industrial Relations Centre, McGill University, who was the guest speaker at the Association's annual dinner.

Labour Relations Board; M. M. Hoyt, Legal Adviser, Department of Labour.

Nova Scotia: R. E. Anderson, Chief Administrative Officer, Department of Labour.

Newfoundland: G. T. Dyer, Deputy Minister of Labour; G. B. Malone, Labour Relations Officer.

The officers of the Association for the coming year are: Past President, K. A. Pugh, Alberta; President, R. E. Anderson, Nova Scotia; 1st Vice-president, Donat Quimper, Quebec; 2nd Vice-president, H. S. Elkin, Saskatchewan; Secretary-Treasurer, Miss Evelyn Best, Department of Labour, Canada.

Members of the Business Advisory Council in the United States said last month they believed the majority of industry in the country would go along with a program for increased unemployment benefits, and the correspondingly higher payroll taxes, in preference to an annual wage for labour. The Council is an advisory group to the Secretary of Commerce.

This statement came after U.S. Secretary of Labour James P. Mitchell told the Council that the demand of major unions for a guaranteed annual wage was basically a request for greater security of income. According to reports from the Council's closed session, Mr. Mitchell said that in his opinion an increase in the amount and duration of unemployment benefits would go a long way towards eliminating pressure by organized labour for an annual wage.

Members of the Council, which is composed of top executives of more than 200 of the nation's leading corporations, said industry objects to the annual wage because it would fix labour costs and tend to discourage expansion projects.

14th Biennial Convention, Canadian Federation of Business and Professional Women's Clubs

Adopt five resolutions dealing with the problems of women in gainful employment, including request for enactment of Equal Pay Act and for revision of Unemployment Insurance Act regulation on married women

Five resolutions dealing with the problems of women in gainful employment were adopted by the Canadian Federation of Business and Professional Women's Clubs at its 14th biennial convention in Toronto in July. Proceedings of the convention have just been released.

The Federation, primarily an association of women in gainful employment, has some 6,500 members in 168 centres in all provinces. Its executive is drawn from all parts of the country. A network of provincial organizations supplements the national board.

The resolutions (1) request the enactment of a federal Equal Pay Act (the Federation will campaign for similar legislation in the seven provinces that have no such Act); (2) call for further study of the position of married women in employment; (3) request local clubs of the Federation to continue study of the problems of the part-time worker and of the older woman worker; (4) urge revision of Regulation 5A under the Unemployment Insurance Act to provide that the same action be taken to protect the fund against unjust claims from married women as is taken in respect to other claimants; and (5) approve the making of a study of the setting up of a pension scheme through membership in Business and Professional Women's Clubs.

The Government was urged to ratify the United Nations Convention on the Political Rights of Women. The Federation is committed to study the new draft con-

vention on the Nationality of Married Women, prepared by the UN Commission on the Status of Women.

Recognizing the need for trained women in technical assistance programs, the convention also urged that qualified members of the Federation make themselves available for service in underdeveloped countries.

The Federation is to begin a study of the access of women to apprenticeship training in Canada. Interest in the subject was awakened by the studies of the access of women to education made by the International Federation of Business and Professional Women in co-operation with the United Nations Educational, Scientific and Cultural Organization and the UN Commission on the Status of Women.

The convention also—

Decided to create a United Nations fellowship for 1955.

Instructed the incoming Board to set up an *ad hoc* committee to consult with experts regarding reformation of women offenders.

The officers elected for 1954-55 are: President, Mrs. G. R. D. Laycock, Winnipeg; First Vice-president, Mrs. Maude Baylay, Meadowvale, Ont.; Vice-presidents, Miss Isabel Menzie, Montreal, Miss Una McLean, Calgary, and Senator Muriel McQueen Ferguson, Ottawa; Honorary Secretary-Treasurer, Miss K. Scroggie, Winnipeg; and Finance Chairman, Mrs. Edith Waterman, North Battleford.

Provision of equal job opportunities for Negroes and other minority groups in the United States is expected to be forwarded as a result of a new executive order issued recently by President Eisenhower.

The order, which broadens the non-discrimination clause in contracts between government procurement agencies and their suppliers, now prohibits discrimination with respect to employment, upgrading, demotions or transfers, recruitment, layoffs, rates of pay, and selection for training, including apprenticeship. Previously, the government clause had prohibited discrimination in employment on account of an applicant's race, religion, colour or national origin.

A pamphlet entitled "Equal Job Opportunity Is Good Business" has recently been prepared by the Committee on Government Contracts as part of an extensive educational campaign in this field. In the next few months more than 500,000 copies will be distributed.

50 Years Ago This Month

Unsanitary working conditions, long hours of work and employment of female and child labour in factories described in feature article. Only 3 provinces had appointed inspectors under their factory Acts

Unsanitary working conditions, long hours of work and the employment of female and child labour in factories and the success of factory Acts in removing such abuses were highlighted in a feature article of the *LABOUR GAZETTE* for November 1904. At the time the article was written, only three provinces, Quebec, Ontario and Manitoba, had appointed inspectors to carry out the provisions of their factory Acts. In Manitoba, though the work of inspection had begun, no formal reports had as yet been made and the article was based upon the experience of Quebec and Ontario only.

With reference to sweating in industry, the *GAZETTE* reported that in 1893 Montreal inspectors had drawn attention to the "rapidly increasing" number of sweat shops. Of the clothing industry in that city, the article said: "Up to that date it was impossible to reach those establishments by law, in spite of the fact that filth and squalor abounded.

"The vitiation of the clothing manufactured in this manner", it went on, "constituted a serious menace to public health. ... Whole families, under this regime, were often found toiling early and late for a mere pittance".

Two years later, in 1895, inspectors found that in Quebec City young girls were working from 75 to 80 hours a week, including Sunday, at wages varying from 50 cents to \$3. Following the appointment of two female inspectors in Montreal in 1898, it was reported in that year that nearly 10,000 women were employed in the manufacture of clothing under sweating conditions, in small unhygienic establishments, at low wages and for excessive hours.

The *GAZETTE* remarked: "The system of contract garment making, inasmuch as it afforded cheap clothing for the poor and did not transgress, except in its accompaniments, the letter of the law, proved very difficult to deal with, and the efforts of the inspectors were confined almost wholly to the betterment of the sanitary conditions existing in these establishments."

By 1901, a joint Ontario-Quebec inspection commission could report that sanitary

conditions in the Ottawa-Hull area in the clothing trade were "in the main satisfactory". In addition, it added, "a result of the publicity of the inspection was that wages were almost immediately increased by from 100 to 150 per cent".

The *GAZETTE* noted that the frequent moving of small clothing shops and their habit of installing themselves without regard to light and ventilation made the work of inspection difficult. A 1901 amendment to the Ontario Shops Act, requiring the keeping of a written register of names and addresses of persons to whom certain specified work was given out, rendered inspection more efficient, the article stated.

One of the more important steps in regulating factory conditions was the appointment of female inspectors, in view of the increasing number of women in industry, the article said. Women inspectors were appointed in Ontario in 1895 and in Quebec in 1897.

Among the changes noted by the *GAZETTE* as the result of these appointments were the installation of separate toilet facilities with separate approaches and a different hour of arrival and departure for male and female employees.

During 1903, inspections were made of 810 factories in Quebec and a year earlier, 1,835 were inspected in Ontario. In 1900, the female inspector in Ontario estimated that there were more than 50,000 women employed in the province.

Child labour was reported difficult to police owing to the deliberate falsification of age certificates and more particularly in cases where births were not even registered. Both Quebec and Ontario prohibited the employment of children in "dangerous, unwholesome or inconvenient establishments". In Ontario, the age limit for child labour was 14 years and for dangerous or unsanitary employment, 16 for boys and 18 for girls. In Quebec, the general limit was 12 for boys and 14 for girls with the same provisions as the Ontario legislation concerning "dangerous and unwholesome" occupations.



the countries now entering upon industrial development the establishment of good labour-management relations can become a bulwark of political and economic democracy. And good labour-management relations are the foundation for sustained social progress".

Stress Importance of Human Relations

The British Ministry of Labour, in a recent publication, stressed the importance of human relations in industry, urging that employers and employees be constantly reminded to make conscious and positive efforts to maintain and improve sound relations.

Ways in which these good relations can be brought about by employers' organizations, nationalized industries and trade unions are suggested under two main headings:—

1. That they increase those of their activities which will assist the development of sound relations in the individual firm or establishment.

2. That their attention should be drawn to the work of professional and other associations working in the field with a view to their offering encouragement and support to those activities which appear to be helpful.

Broadening the theme implied by the suggestions, it is stressed that a great deal can be done towards gaining success through proper development and response from the shop floors.

As a step in the right direction, employers must, it was pointed out, tell their employees fully and frankly about the fortunes of the firm. The aim of every employer should be to maintain communication with his employees, whether through personal contact, joint committees (LMPCs) or printed documents, so that goods news will be handled equally with bad, and that what is said will come, in time, to be trusted as authoritative and objective.

Establishment of Labour-Management Production Committees (LMPC's) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPC's, the Service provides publicity aids in the form of booklets, films and posters.

More than 1,800 guests attended a recent "open house party" sponsored by the labour-management production committee of the Sterling Drug Company in Windsor, Ont. Representatives of the management, and the union (local 435, United Gas, Coke and Chemical Workers of America, CIO), were highly pleased with the success of the LMPC's efforts.

In an article describing the affair, the Windsor *Star* said:—

"Workers and management at Sterling Drug Manufacturing Company, Limited, proved last night that labour-management committees can work for the mutual benefit of all concerned.

"The big west side pharmaceutical plant was visited by an estimated 1,800—workers, wives, children—at an open house which brought the job of the bread winner into sharper focus for the other parts of the family who listen to shop talk from year to year but never see the worker on the job.

"The open house idea was entirely that of the employees, sparked by some helpful suggestions from the Federal Government's industrial relations labour-management co-operation service. Management entered fully into the plan.

"Each visitor received a sample of the firm's products in the course of the tour but so great was the turnout that it became necessary to take the names and addresses of the visitors and promise to send the articles later.

"A committee was formed from the plant committee (LMPC) and all details were worked out by this group of ten men and women."

* * *

In an address to the American Federation of Labour convention in Los Angeles, David L. Morse, Director-General of the International Labour Organization, spoke of a world-wide ILO campaign to "promote good labour-management relations," as being "a new phase of action". He said:—

"A healthy system of labour-management relations is the everyday school of democracy. Progress here can have repercussions beyond the purely-labour field. In

Industrial Relations and Conciliation

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during September. The Board issued six certificates designating bargaining agents, ordered two representation votes and allowed the withdrawal of two applications for certification. During the month, the Board received four applications for certification.

Applications for Certification Granted

1. Canadian Merchant Service Guild Inc., on behalf of a unit of deck officers employed by Transit Tankers and Terminals Limited, Montreal (L.G., Aug., p. 1136).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of a unit of red caps employed by Canadian National Railways on its Atlantic Region, excluding Newfoundland District (L.G., Sept., p. 1280).

3. The Order of Railroad Telegraphers System, Division No. 7, on behalf of a unit of caretaker agents employed on the Eastern Region of the Canadian Pacific Railway Company (L.G., Sept., p. 1280).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Saguenay, Ltée., employed at Radio Station CKRS, Jonquière, Que. (L.G., Sept., p. 1280).

5. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Lac St-Jean Ltée., employed at Radio Station CFGT, St. Joseph d'Alma, Que. (L.G., Sept., p. 1280).

6. National Association of Marine Engineers of Canada Inc., Great Lakes Eastern District, on behalf of a unit of marine engineers employed by Abitibi Navigation Company Limited, Toronto (L.G., Sept., p. 1280).

Representation Votes Ordered

1. National Association of Broadcast Employees and Technicians, applicant, and Radio Chicoutimi Enr. (Radio Station CJMT), Chicoutimi, Que., respondent (L.G., Sept., p. 1280).

2. Brotherhood of Locomotive Engineers, applicant, and Canadian National Railways (Montmorency Subdivision), respon-

dent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (locomotive engineers, firemen and trolleyman) (L.G., Sept., p. 1280). The names of the applicant and the intervener will appear on the ballot.

Applications for Certification Withdrawn

1. Sept-Iles Railway Mechanical Department Employees Association, applicant, and Iron Ore Company of Canada, Seven Islands, Que., respondent (L.G., Sept., p. 1280).

2. Brotherhood of Maintenance of Way Employees, Canadian National Eastern Lines System Federation, applicant, and Quebec North Shore and Labrador Railway Company, Seven Islands, Que., respondent (L.G., Oct., p. 1440).

Applications for Certification Received

1. Brotherhood of Maintenance of Way Employees, Canadian National Eastern Lines System Federation, on behalf of certain classifications of Maintenance Employees employed by the Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (Investigating Officer: C. E. Poirier).

2. Sept-Iles Railway Mechanical Department Employees Association, on behalf of employees of Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (Investigating Officer: C. E. Poirier).

3. National Association of Marine Engineers of Canada, Inc., on behalf of a unit of marine engineers employed by Canadian National Railways on its Newfoundland Steamship Service (Investigating Officer: L. Pepin).

4. United Steelworkers of America, on behalf of a unit of employees of the Quebec North Shore and Labrador Railway Company, Seven Islands, Que. (Investigating Officer: C. E. Poirier).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During September the Minister appointed conciliation officers to deal with the following disputes:—

1. Radio Station CKVL, Verdun, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier).

2. McCabe Grain Company Limited (Seed Plant), St. Boniface, and Local Union 338, Grain, Flour and Seed Workers, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: R. H. Hooper).

3. Vancouver Hotel Company Limited (Canadian National Railways and Canadian Pacific Railway Company) and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: G. R. Currie).

4. Halifax Power and Pulp Company Limited, Sheet Harbour, N.S., and International Longshoremen's Association (Conciliation Officer: D. T. Cochrane).

Conciliation Boards Fully Constituted

The Board of Conciliation and Investigation established in August to deal with matters in dispute between the Canadian

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Broadcasting Corporation and the National Association of Broadcast Employees and Technicians (L.G., Oct., p. 1441) was fully constituted in September with the appointment of Prof. C. H. Curtis, Kingston, Ont., as Chairman. Prof. Curtis was appointed by the Minister on the joint recommendation of the other two members, H. Brooke Bell, QC, Toronto, and Miller Stewart, Sturgeon Point, Ont., who were previously appointed on the nomination of the company and union respectively.

The Board of Conciliation and Investigation established in August to deal with matters in dispute between the Canadian Pacific Railway Company (British Columbia Steamship Service), Canadian National Steamships and Union Steamships Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1441), was fully constituted in September with the appointment of Philip Fleming, Victoria, B.C., as Chairman. Mr. Fleming was appointed by the Minister in the absence of a joint recommendation from the other two members, R. A. Mahoney, Vancouver, and Hugh Smith, North Burnaby, B.C., who were previously appointed on the nomination of the companies and union respectively.

The Board of Conciliation and Investigation established in August to deal with matters in dispute between the Canadian Pacific Railway Company (ss *Princess Helene*) and the Seafarers' International

Union of North America, Canadian District (L.G., Oct., p. 1441), was fully constituted in September with the appointment of His Honour Judge Charles J. Jones, Woodstock, N.B., as Chairman. Judge Jones was appointed by the Minister in the absence of a joint recommendation from the other two members, Arthur J. Meagher, Halifax, and John McGough, Montreal, who were previously appointed on the nomination of the company and union respectively.

Conciliation Board Reports Received

1. Canadian Overseas Telecommunication Corporation (clerical employees) Montreal, and Local 272, Overseas Communication Union (L.G., Aug., p. 1139). The text of the report is reproduced below.

2. Polymer Corporation, Limited, Sarnia, and United Gas, Coke and Chemical Workers, Local 14 (L.G., Aug., p. 1139). The text of the report is reproduced below.

3. Essex Terminal Railway Company, Walkerville, Ont., and the Brotherhood of Railroad Trainmen (L.G., Sept., p. 1282). The text of the report is reproduced below.

Settlement Following Board Procedure

Eldorado Mining and Refining Limited (Beaverlodge Operation) and Beaverlodge District, Mine, Mill and Smelter Workers, Local 913, International Union of Mine, Mill and Smelter Workers (L.G., July, p. 997).

Report of Board in Dispute between

Canadian Overseas Telecommunication Corporation, Montreal
and

Overseas Communication Union

The Board of Conciliation established to deal with the dispute between Canadian Overseas Telecommunication Corporation (Employer) and Local 272, Overseas Communication Union (Bargaining Agent) hereby submits its report. The Board held a number of meetings but was confronted with a series of delays caused by the difficulties of finding meeting times when all involved could be present. The Board failed to achieve an agreement between the parties and is therefore presenting its recommendations on each of the items still in dispute.

Article 1

Paragraph 5(c)

The effect of this clause in the expired agreement is to remove from employees with fifteen or more years of service any disability they might suffer as a consequence of withdrawal from union membership. Up to that point union membership guarantees preferential treatment. The union is objecting to the retention of this clause on the grounds that it grants a super preference to the man who, after fifteen years of service, withdraws from union membership.

It is to be noted that no principle is involved in this issue. The Corporation has already granted union security to the extent of preferred treatment to union members. It appears that the clause was originally included in this agreement by imitation of another agreement between the Corporation and the same union as bargaining agent for another group of employees. In the present case, all members of the bargaining unit are members of the union. The fifteen-year clause which was inserted in the agreement from which it was copied was designed to protect a small group of older employees who had demonstrated opposition to joining the union. Inasmuch as it applies to no one in the present instance and particularly since the basic principle has been conceded by the Corporation, there seems little logic in its retention.

Recommendation No. 1:

Article 1, Paragraph 5(c) should be deleted from the agreement.

Article 7

Paragraph 1

The union is requesting that the present arrangement by which an employee works seven hours per day from Monday to Friday inclusive and, on alternate weeks, three and a half hours on Saturday shall be replaced by a straight eight hour day, five day week, Monday through Friday. In other words the union is prepared to increase the hours per day and hours per week in order to avoid work on alternate Saturdays.

The Board was impressed with the fact that the present arrangement provided a rather generous hours schedule and with the need of the company to have a partial staff on duty on Saturday morning. Also the work on alternate Saturday mornings is hardly onerous.

Recommendation No. 2:

No change in Article 7, Paragraph 1.

Article 8

Paragraph 4

The change requested here by the union is contingent upon the granting of the union request under Article 7, Paragraph 1. Since the Board is recommending no change in the latter, there should be no change in the former.

Recommendation No. 3:

Article 8, Paragraph 4 should remain as at present.

On September 23, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between Local 272, Overseas Communication Union, and Canadian Overseas Telecommunication Corporation, Montreal, affecting 21 clerical employees.

The Board was under the Chairmanship of Prof. H. D. Woods, Montreal, who was appointed by the Minister on the joint recommendation of the other two members of the Board. The nominee of the company was C. H. Cheasley, Montreal, and the union nominee was A. Andras, Ottawa.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Andras. The minority report was submitted by Mr. Cheasley.

The texts of the majority and minority reports are reproduced below.

Article 11

The union requested that this article be deleted in its entirety while the company wishes that it be retained. The union appears to have dropped the request before the conciliation officer. Nevertheless it was categorically requested by the union before us that the article be dropped "because in fact it is a dead letter. The clerical staff never have transfers."

Taking into account the expanded responsibilities and facilities of the Corporation the Board cannot share the union view that this is a dead letter. There seems to be a possibility that clerical staff transfers may be required in the future. This being so there would be danger to the management if the present Article 11 were deleted. The fact of deletion might be construed in a future interpretation that the company had given up the right to transfer since the specific clause guaranteeing this power had been taken out.

The present Article appears to have three objectives as follows:—

1. To protect the right of the Corporation to transfer personnel in the interest of the efficient operation of the organization.

2. To protect the employees in two ways:

- (a) By requiring the management to select for transfer from suitable persons who apply for the transfer;
- (b) By requiring the company, in the absence of suitable applicants, to select for transfer from those who have not served on the station to which the transfer is to be made.

3. To guarantee travelling, moving, and temporary accommodation compensation to transferred persons.

It is the opinion of the Board that all of these objects are reasonable and just. It therefore supports the retention of the Article in the agreement. It notes, however, that there is some ambiguity in the present wording indicating the need for redrafting.

Recommendation No. 4:

The provisions of the present Article 11 should be maintained but that the parties should jointly examine the clauses as written with a view to rewriting for purposes of clarity.

Article 12

This is the wage issue. The present contract contains a salary table which shows four classes or scales. Each of these is subdivided. *Scale I* shows five subdivisions ranging from \$93 per month to \$124. *Scale II* has nine subdivisions ranging for men from \$134 per month to \$196, and for women from \$134 to \$186. *Scale III* has six subdivisions ranging for men from \$204 per month to \$243 and for women from \$191 per month to \$217. *Scale IV* has five subdivisions with male salaries ranging from \$253 per month to \$284 and salaries for women ranging from \$221 per month to \$237.

The union is making four demands with regard to salaries. These are discussed separately below.

1. Trainees for Operating Staff.

The Corporation has established a training program for operating staff, and presumably hires prospective trainees when favourably impressed with applicants, even though there may be no available space in the training school at the time. These trainees are placed on general office routine duties while waiting to enter the school. The Corporation considers the experience in the office as a useful part of the training. At present the Corporation pays these trainees a subsistence allowance more or less unrelated to the salary scale for established employees.

The union is asking that these trainees be paid a minimum of \$125 per month and that there be a limit of twelve months' employment to qualify.

Regardless of whether there has been any abuse of this system as a means of providing cheap labour in place of contract protected rates, as the union charges, there seems to be no doubt that the operation could work that way. In effect these trainees are practically outside the scope of the agreement. Their rates of remuneration are not bargained; their length of

service is entirely at the discretion of the company; their numbers are not limited by the agreement.

The valid objectives of both parties can be met by contractual additions which would change the present practice only slightly. These objectives should be to guarantee to the company the right to hire trainees in sufficient numbers to meet the demands of the training school, and to assure the union that the trainee program cannot be used to reduce the intended effects of the contract.

Recommendation No. 5:

Trainees should be paid a minimum salary of \$115 per month, and be included in a special classification.

Recommendation No. 6:

After twelve months experience in the special classification trainees must be either absorbed into the first subdivision of the general classification, taken into the operating group, or dropped from employment altogether.

2. The Number of Scales and Subdivisions and the Method of Advancement.

The union is requesting that the present four scales with their twenty-five subdivisions should be replaced by the special category for trainees and two scales only for regular employees. They ask that *Scale II* contain eleven subdivisions corresponding to one for the time of hiring and one for each of the following ten years of service. The union asks that there be an automatic salary increment for each year of service within each scale. *Scale III* would contain five subdivisions, one for each year of service.

If the union demands were granted this would mean that an employee retained by the Corporation would receive an automatic increase each year for ten years, at which point he would either stay and receive no further increases other than general increases, or he would be promoted by company decision into *Scale III*. In this case he would again advance year by year to reach the maximum in the scale in five years. In other words the present progression period of twenty-five years would be replaced by a fifteen year progression. Also the three "sticking points" would be replaced by one.

Certain features of administrative practice should be mentioned. Apparently, at present, there is no automatic progression as a right within a scale. But in fact the company has advanced each employee annually to the next subdivision above

within the given scale. Thus subdivisions do in practice correspond to annual increments which the union wishes to make contractual. In some cases salary promotions are at a more rapid rate than the annual increment would provide. Presumably this is on merit basis.

The contractual scale apparently was not based on any systematic job evaluation study but seems to have emerged from rates being paid when collective bargaining started. As a result of this and the practice of merit increases, the small number of employees involved are on practically an individual rate basis. Market pressures have also rendered inoperative the first three subdivisions of Scale I, so that actually there is a twenty-two year rather than a twenty-five year progression.

Certainly an overhauling of the present classification structure is indicated. There is no point in maintaining the three classes which have become inoperative. The rates attached to them are unrealistic in any case. The actual number of years required to reach the maximum appears to be rather many. The corporation's argument that they must preserve the right to withhold increases for cause is largely belied by their practice of granting annual increments as a matter of policy. The apparent confusion between evaluation of jobs and rating of persons should be cleared up. The impression is strong that this confusion is a factor in the present dispute.

The question of automatic increases is largely solved in practice. We believe that the contract should recognize the fact that increases within a scale are automatic, but may be withheld for cause, subject to the grievance procedure. The only change in practice involved would be establishing the unquestioned right of grievance when the increase is not forthcoming. We believe that this would provide ample protection to the employee, while encouraging very careful administration on the part of the management.

Recommendation No. 7:

Within any scale annual increases shall be automatic but may be withheld for cause, subject to the grievance procedure.

We cannot go all the way with the union's request for three scales only including the Trainees scale. Nor do we agree to the fifteen year progression to the top salary. However, since the corporation has the right unilaterally to stop an employee's progression at the top of a scale, we believe that the length of the progression should be shortened and the number of scales reduced so that employees who appear to

be permanently blocked would not be discouraged from transferring to other employment merely because of the disability of age.

Recommendation No. 8:

There should be four scales as follows—

- Scale I—*
Trainee—maximum time one year.
- Scale II—*
Regular employee for five years.
- Scale III—*
Starting at completion of sixth year and progressing to completion of eleventh year.
- Scale IV—*
After completion of twelve years and progressing to the completion of the eighteenth year.

3. Wage Rates.

The union has been at considerable pains to demonstrate the nature of the work performed in several of the positions. Reference is made in the evidence to the Montreal Board of Trade Survey and its job descriptions with the intention of demonstrating to this board that for comparable jobs, in contrast to jobs with similar titles, the corporation wages are lower than prevailing rates. In other cases, even where job titles and content in the corporation schedules and the Board of Trade lists are comparable, the union contends the corporation rates are lower than community rates, taking the Board of Trade figure as representing community rates.

The company on the other hand has attempted to use evidence of the same character to demonstrate that the salaries they are paying are above comparable community rates.

Assessing this evidence presents the Board with a most difficult problem indeed. There is little in the objective data upon which the parties agree. Nor do they agree upon the appropriate external criteria upon which the settlement should be based. Much of the meeting time before the Board was taken up by disputes over the actual job content, the functions performed, the level of responsibility, and the degree of supervision in the corporations employment positions. There was thus little agreement on the job content.

The validity of the Board of Trade salaries survey was accepted by the company and at least not rejected by the union. However, the union was not prepared to

agree that the criterion for settlement should be the Board of Trade weighted averages. Rather they argued for the use of the salary scale in the Anglo-American Company, a competitor where, apparently, salaries are somewhat higher, although, according to the Corporation executives, the fringe benefits are lower.

We were, therefore, confronted with the problems of decision which are almost inevitable in any public utility situation. Since the management is denied some of the freedom of action normally assumed to be within their competence and since the union and employees are under special moral restraints on the use of the strike, it follows that the flexibility of negotiation and the pressures of strike threat are weakened. The Board must direct itself more towards what is considered to be fair and reasonable than towards what it thinks the parties might accept. We are in a fact-finding rather than a manipulative role. This means that we must first decide on standards. Should the salaries in this Corporation lead the community rates (or) should they follow, and if so, how far behind the leaders? The terms of reference for the Board as contained in the legislation and the specific instrument of appointment do not provide the answer.

Without any prejudice to any other situation, and with no intent to contribute to a precedent, we have accepted the principal that wages and working conditions in this particular situation should approximate community averages, so that they shall neither depress nor raise the rates in the community. We mean, of course, to confine our comparisons to comparable types of work.

The task of making an accurate study is formidable. There are problems of inadequate wage data, of job content, of the accuracy of available information. There is also the question of how much allowance should be made for the additional security of tenure and employment in this corporation. We have therefore decided to use the data made available to us by the parties themselves as reasonably satisfactory.

Recommendation No. 9:

The salary schedule for men should be adjusted as follows—

	Per Month \$
<i>Scale I—Trainees</i> Maximum duration one year	115
<i>Scale II—</i>	
Minimum at time of commencement shall be....	125
Minimum at completion of one years service....	130
Minimum at completion of two years service....	140
Minimum at completion of three years service....	150
Minimum at completion of four years service....	160
Minimum at completion of five years service....	170

<i>Scale III—</i>	
Minimum at completion of six years service.....	180
Minimum at completion of seven years service....	190
Minimum at completion of eight years service....	200
Minimum at completion of nine years service....	210
Minimum at completion of ten years service.....	220
Minimum at completion of eleven years service....	230

<i>Scale IV—</i>	
Minimum at completion of twelve years service...	240
Minimum at completion of thirteen years service..	250
Minimum at completion of fourteen years service..	260
Minimum at completion of fifteen years service...	270
Minimum at completion of sixteen years service...	280
Minimum at completion of seventeen years service	290
Minimum at completion of eighteen years service.	300

4. Sex Differential.

Under the present arrangement male and female employees receive the same rates in Scale I and for the first six stages of Scale II. From that point on female employees earn less than males to the point where top salaries differ by \$47 a month. The union is asking that this be wiped out. The corporation requests that it be retained.

Two approaches to the problem of wage differentials for men and women are possible. One strongly supports the union, the other supports the company.

1. *Job Study:* It appears that there is little in the functions performed to justify paying men more than women in this situation. Perhaps the male employees are more adjustable to changing demands and can be employed more widely. But this does not appear to be an important factor. Since the bargaining unit does not include the highly skilled occupations, and since we were given to understand that generalized competence was important, specialization which might show some special value for male skills and aptitudes is unimportant.

There is one sense in which male employees might be more valuable to the Corporation than women. It appears that male supervisors are preferred to female supervisors, particularly in an office staffed by both men and women. The potential value of women employees is therefore slightly less. This might justify some differential.

2. *Labour Market Influences:* The labour market definitely discriminates against females and any settlement should take this factor into account. It is not necessary for us to explain the market behaviour, it is sufficient to recognize it, and in accordance with our accepted principle of placing no pressure up or down on the market, to recommend accordingly. However, we must note one peculiarity of the present wage structure. The company has accepted the idea of equal pay for equal work in the early stages of employment. It is at these stages that one might expect some differential against women because of the higher rate of labour turn-over among women

employees. Yet the discrimination appears only after years of service and at a time when it is reasonable to expect a much reduced rate of turnover, and therefore a much lower risk for the employer. Taking these factors into account, some reduction in the present spread in rates between men and women is indicated.

Recommendation No. 10:

The Salary Scale for female employees should be as follows—

Scale II—Same as men.

Scale III—

Minimum at completion of six years service shall be.....	180
Minimum at completion of seven years service.....	188
Minimum at completion of eight years service.....	196
Minimum at completion of nine years service.....	204
Minimum at completion of ten years service.....	212
Minimum at completion of eleven years service....	220

Scale IV—

Minimum at completion of twelve years service....	228
Minimum at completion of thirteen years service...	236
Minimum at completion of fourteen years service...	244
Minimum at completion of fifteen years service....	252
Minimum at completion of sixteen years service....	260
Minimum at completion of seventeen years service...	268
Minimum at completion of eighteen years service..	276

Application:

It is our understanding that no members of this clerical staff are presently employed at a rate less than \$117 per month. We therefore suggest that for translation to the new scale this rate be considered the first year of service. Thus a man who has served at \$117 per month for *not less* than one year would go up to \$125 as long as he is not now receiving \$124 or more. Those receiving \$128 up to 129.99 would now receive \$130 if they have served not less than a year in their present salary range. This pattern of progression should be applied throughout the scale. In other words, the employees will not, in the adjustment, be jumped several grades at once. An employee now receiving \$150 per month would be increased to \$160 even though he had been at the \$150 mark for three or four years.

Retroactivity:

The parties have agreed to dating the contract from April 1, 1954, to run for one year.

Respectfully submitted.

(Sgd.) H. D. Woods,
Chairman.

(Sgd.) A. ANDRAS,
Member.

Minority Report

I concur in recommendations Numbers 2, 3 and 4.

I do not concur in recommendations Numbers 1, 5, 6, 7, 8, 9 and 10.

Comments on points on which I do not concur—

Recommendation Number 1:

Subsections (a) and (b) of the Article to which this recommendation refers are already very generous in the matter of union security. The provisions are more stringent than are found in most agreements. It is reasonable that an employee, after serving fifteen (15) years under these stringent conditions, should be able to withdraw from membership in the union if he so wishes without jeopardizing his welfare with the Company.

Recommendations Numbers 5 and 6:

The so-called "trainees" are not covered in the certification granted by the Union and are not, therefore, subject to the agreement. This Board is not required to make any recommendations concerning them.

Recommendation Number 7:

The setting up of increases to be given automatically—annually, in this recommendation—is not conducive to good employee relations. Employees need only keep themselves in the service of the employer to be paid more money. What more money they receive is not related to their performance or to the value of the work they do. It can result in employees being paid considerably differently for the quality of the services they render and for the type of work they perform. Particularly under the terms of Article 5 (a) and (b) of the agreement now existing between the parties and the nature of the work required of the employees concerned and of the difficulty of starting any new employee under better terms than those stipulated in any agreement, it prevents the employer from reimbursing new employees for experience already acquired.

It is also tantamount to making the value of a job done by any one employee dependent entirely upon the length of service of that employee. I do not know of any formal evaluation of any job in which length of service is even a factor at all.

Length of service is usually compensated in other ways—pay for absences, pay for sick leave, longer vacations with pay for longer service, preference in employment at time of a lay-off, etc. The contract presently existing between the parties—in its Articles 2, 3, 5 and 6—provides generous rewards of this nature.

Recommendations Numbers 8, 9 and 10:

Read in conjunction with recommendation Number 7 and the possibilities under Article 13, Paragraph 4, of the present agreement, these provide compulsory annual increases until the completion of eighteen (18) years of service.

As already indicated in my comments concerning recommendation Number 7, I do not concur with the recommended automatic annual increases.

I prefer, instead, a wage schedule which would provide ranges by occupational classifications and for employees to be paid within the limits of those ranges according to their performance. This, however, requires agreement between the parties on occupational classification titles. The parties are not in complete agreement on this point and it is not within the power of this Board to compel them to agree.

The parties are in reasonable agreement, however, on the approximate work that the employees concerned do collectively. This covers:—

For Males—

Junior Clerical work
Key Punch Operating
Intermediate Clerical work
Junior Bookkeeping

For Females—

Junior Clerical work
Intermediate Clerical work
Junior Typing
Junior Billing Machine Operating
Senior Typing

According to the information submitted by the Company, and accepted generally by the Union, the rates paid in the Montreal community for this work range from:

For Males—

\$117 to \$318 per month.

For Females—

\$110 to \$235 per month.

I therefore recommend the setting up of the two following ranges:

Male Employees—

\$117-\$300 per month.

Female Employees—

\$110-\$237 per month.

Any employee who considers he is not properly paid within these ranges may have recourse to the procedure prescribed under Article 13, Paragraph 4 of the present agreement.

My reason for recommending the maximum of \$300 per month for males—as against the \$318 per month paid in the Montreal community—is that the company is—and was acknowledged by the Union to be—one of the leaders in the matter of non-wage payments.

My reason for recommending the maximum of \$237 per month for female employees—as against the maximum of \$235 paid by the Montreal community—is that the Company has already agreed to pay up to that figure for female employees.

In regard to what is considered to be a “sex differential”, it is reasonable to expect the Company to follow community practices. These practices provide a lower maximum for female, than for male, employees. This maximum is relatively high, however, and those female employees of the Company who consider that they are doing work that is comparable to work done by any of its male employees may have recourse to the provisions of Article 13, Paragraph 4, for equal pay at least up to the amount of that maximum.

(Sgd.) C. H. CHEASLEY,
Member.

Report of Board in Dispute between

Polymer Corporation Limited, Sarnia

and

United Gas, Coke and Chemical Workers of America

The Board, Eric G. Taylor, Esq., Chairman, George C. Richardes, Esq., Nominee of the Employer, and A. Andras, Esq., Nominee of the Union, sat for the hearing of this matter in the Offices of the Employer at Sarnia, Ontario, on the 9th and 10th days of August 1954.

The Employer was represented by Mr. L. D. Dougan, Plant Manager, Mr. W. A. Atherton, Manager, Industrial Relations, Mr. A. J. Bates, Supervisor, Labour Relations, and Mr. F. J. L. Young, Staff Assistant Labour Relations.

The Union was represented by Mr. A. F. Bruyee, Regional Director, Mr. W. Whitton, President Local 14, Mr. I. M. Henderson, Plant Chairman and the following Members of the Negotiating Committee: Messrs. D. Finn, C. Rawcliffe, R. Martel, J. Imbleau, V. Postill and C. Robinson.

This dispute which affects some 1,500 of the 2,425 persons in the employ of the Employer arose out of the failure of the parties to agree upon the amendments to be made to a Collective Agreement dated 20th April 1953. The agreement was for

a term of one year. Both of the parties to the dispute desired to amend the Collective Agreement. The Union, in addition to its request for a wage increase of 15 per cent, submitted twenty-five amendments. The Employer proposed twenty-eight amendments.

During the proceedings it became apparent that the difference of opinion respecting the several amendments stood in the way of a settlement of the wages issue. Accordingly, the parties were encouraged to negotiate a settlement of these matters. In the interest of a settlement the Employer agreed to withdraw the twenty-eight amendments which had been sought and suggested that the Union withdraw its twenty-five proposed amendments. Finally, in the presence of the Board, the parties agreed that the only revisions to be made to the Collective Agreement would be those made necessary by virtue of the Employer's acceptance of the Union's request in respect of Sections 205, 303, 803, 807 and 809 thereof. Following this development the Board endeavoured to effect a settlement between the parties on the matter of wages, but without avail.

The 1,500 employees covered by the agreement are divided into two groups, Process and Mechanical, with approximately the same number of employees in each group. In each of the groups there are nine Labour Grades. The Schedule of Wage Rates which has been in effect since 20th April 1953, reads as follows:—

<i>Process</i>	<i>Mechanical</i>	
Operator	Group Leader	\$2.07
Special Assistant	Special Mechanic	2.00
1st Assistant	Class I Mechanic	1.93
2nd Assistant	Class II Mechanic	1.80
3rd Assistant	Class III Mechanic	1.69
4th Assistant	Junior Mechanic	1.59
Handyman	Mechanical Helper	1.50
Utility Man	Utility Man	1.42
Regular Labour	Regular Labour	1.35

No useful purpose would be served by the recitation herein of the details of the arguments advanced by the parties and, therefore, we refrain from so doing. The Board confines itself to comments respecting the positions taken by the parties respectively. Very little material could be considered as having evidentiary value was submitted by either of them.

The Union contended that the wage rates were low by comparison with those prevailing in the community. The Union asserted that the Company was under an obligation to restore the rates to a position of equality with the oil industry which had once been enjoyed. The comparisons made by the Union were confined to the rates prevailing for Labourers. The rates submitted by the

On September 20, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between Local 14, United Gas, Coke and Chemical Workers of America, and Polymer Corporation Limited, Sarnia, Ont., affecting 1,500 employees.

The Board was under the Chairmanship of Eric G. Taylor, Toronto, who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. The nominee of the Corporation was George C. Richardes, Windsor, Ont., and the union nominee was A. Andras, Ottawa, Ont.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Andras. The minority report was submitted by Mr. Richardes.

The texts of the majority and minority reports are reproduced below.

Union for Labourers employed in the oil and chemical industry in Sarnia were \$1.44 and \$1.50 per hour as apposed to the rate prevailing in the Polymer Corporation Limited of \$1.35 per hour. During the proceedings, in the presence of the Employer, it was disclosed by the Union that it was prepared to accept a settlement which was substantially less than its 15 per cent request.

The Employer took the position, that the present wage structure was adequate and proper and that the wage rates compared favourably with rates existing for similar work in the area, as well as throughout Ontario and the Nation. In addition to data respecting weekly earnings throughout the Province and the Nation, the Employer submitted information concerning the minimum and maximum rates paid by eight Employers in Sarnia. One of the eight Employers pays a wage rate for Labourer of \$1.34 per hour, the others range from \$1.40 to \$1.52. The maximum rate paid ranges from \$1.77 to \$2.26. No data was submitted respecting the comparability of the occupational classifications Operator and Group Leader with the senior jobs for which the maximum rate is paid by the other Employers. In the presence of the Board and the Representatives of the Union, the Employer indicated a willingness to grant a modest wage increase but was not prepared to make a concrete offer.

As a result of the private discussions which the members of the Board had with the Representatives of the parties, we were aware of the wage adjustments which each of them respectively was prepared to accept,

although neither of them was prepared to make the other a firm offer. We are of the opinion that the parties can, by resuming negotiations, resolve the wages issue. Our recommendation is not in the nature of a finding but rather it is a suggestion based upon our knowledge of the wage rates prevailing for comparable work in the community, our assessment of the representations made and our appraisal of the circumstances present in this case. While it is incumbent upon the Employer to pay wage rates which compare favourably with those prevailing for comparable work in the community it does not necessarily follow that the Employer is under an obligation to match the highest rate for any particular occupational classification. Neither of the parties provided the Board with the type of information upon which an analysis of the comparability of the wage rates could be made. On the basis of the information submitted to us by the parties the wage rate for Labourer is low. The rate of \$2.07 per hour is paid to a Group Leader in the Mechanical Group, in the oil industry in Sarnia the top rate in one company is \$2.15 per hour and in another \$2.26 per hour. However, we do not know whether the occupational classification is Group Leader or not. One of the major chemical companies which, like the Employer, is engaged in the re-negotiation of an agreement is reported to pay a top rate of \$2.02 per hour. We do not know whether this compares with the Group Leader of Special Mechanic. Neither the Employer nor the Union wish to adjust the rates for the several occupational classifications by an equal amount. They prefer to preserve the *percentum* differential which at present exists between the nine grades. For these reasons our recommendation deals with an increase in the base rate and proportionate increases for the other occupational classifications.

During the proceedings the Board attempted to persuade the parties to contemplate an agreement for a period of two years. Prior to these proceedings the parties have been engaged in negotiations for the renewal of their agreement for one year from its expiry date. If such an agreement is entered into they will be back at the bargaining table six months hence. The Union was prepared to enter into an agreement for a period of two years, but the Employer declined. We respectfully suggest to the parties that they give serious consideration to the execution of an agreement which will remain in effect for a term in excess of one year. In any event, we are of the opinion that the agreement should continue in effect for not less

than one year from the date of its execution rather than for one year from 20th April 1954.

In the light of the foregoing, solely in the interest of effecting a settlement between the parties, we respectfully recommend the following:—

1. That the parties enter forthwith into a Collective Agreement for a period of at least one year from the date of its execution. This agreement will constitute a renewal of the former Collective Agreement save and except the revisions made necessary by virtue of the acceptance by the Employer of the revisions proposed by the Union concerning Sections 205, 303, 803, 807 and 809 respectively.

2. That effective 20th June 1954, the wage rate for Regular Labour be increased by five cents per hour and that the wage rates for each of the other occupational classifications covered by the agreement be increased proportionately.

All of which is respectfully submitted.

(Sgd.) ERIC G. TAYLOR,
Chairman.

(Sgd.) A. ANDRAS,
Nominee of the Union.

Dated at Toronto, Ontario, this 18th day of August 1954.

Minority Report

As must be the case in any hearing of this nature, many of the representations made by each party were in the form of statements rather than formal evidence. It is, therefore, not unexpected that I find myself differing with respect to one finding made by the Chairman in his report. This report states that the parties agreed that the only revisions to be made to the collective agreement were those made necessary "by virtue of the employer's acceptance of the Union's request in respect to Sections 205, 303, 803, 807 and 809 thereof". It is my finding, with respect to Section 809 of the agreement, that the Company stated its position to be that if the Union withdrew its request for an amendment to this section by the addition of a further holiday, the Company would withdraw the amendment which it had proposed to Section 1001 of the agreement. When the Union declined this proposal, the Company stated that, therefore, its proposed amendment to Section 1001 must remain and be considered as still being an issue between the parties.

In light of the information presented to the Board, I have come to the conclusion that no increase in wages at this time is justified. However, the Company has indicated during the contract negotiations

and before the Board that it is prepared to give consideration to a proposal for a moderate increase in the wage schedule. What would constitute a "moderate increase" is impossible for me to determine precisely but it appears to me that, under present conditions, it should be less than the amount recommended by the Chairman. I therefore join with the Chairman

in recommending that the parties resume negotiations and endeavour to agree on a schedule below, however, that recommended by the Chairman in his report.

All of which is respectfully submitted.

(Sgd.) G. C. RICHARDES,
Member.

Dated this 2nd day of September 1954.

Report of Board in Dispute between

Essex Terminal Railway Company

and

Brotherhood of Railroad Trainmen

To the Hon. MILTON F. GREGG
Minister of Labour
Government of Canada

Hon. SIR:

Pursuant to the Industrial Relations and Disputes Investigation Act, the Minister of Labour for the Dominion of Canada appointed a Board of Conciliation consisting of His Honour, Judge Eric William Cross as Chairman, together with Mr. Walter L. McGregor as nominee of the Employer and Mr. Earl R. Watson as nominee of the Employees.

The Board held a formal sitting in the City of Windsor on Friday, August 27, at which the Company was represented by Mr. D. MacEacheran and Mr. B. Baillie, and the Union by Mr. F. H. Rankin. The Essex Terminal Railway Company, the Employer, operates a switching operation in the City of Windsor and in its previous contracts with the union, has followed the provisions of the general contract between the Canadian National Railway Company and the Canadian Pacific Railway Company as set out in the Master contract between these companies and the Brotherhood of Railroad Trainmen. In cases where variations or departures from the Master agreement are made necessary by reason of special conditions prevailing in different regions or areas of Canada, these are provided for in special agreements. In this connection, for example, the Canadian National has a separate contract providing for conditions of work in its roads and the CPR has also a separate contract after the same fashion. It being the intent between these parties as expressed in the Master Agreement that these subsidiary agreements should not be inconsistent with the Master

On September 22, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation appointed to deal with a dispute between the Brotherhood of Railroad Trainmen and the Essex Terminal Railway Company, Walkerville, Ont., affecting 30 employees.

The Board was under the Chairmanship of His Honour Judge E. W. Cross, who was appointed by the Minister on the joint recommendation of the other two members of the Board. The nominee of the company was Walter L. McGregor and the union nominee was Earl R. Watson, both of Windsor, Ont.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was signed by the Chairman and Mr. Watson. The minority report was submitted by Mr. McGregor.

The texts of the majority and minority reports are reproduced below.

Agreement. In the case of the Essex Terminal Railway Company, while they followed generally the terms of the Master Agreement in so far as their own subsidiary agreement was concerned, as a matter of practice the company and the union has followed the pattern set up by the Canadian Pacific Railway Company in its subsidiary agreements.

All the issues in dispute between the parties have been satisfactorily resolved except one question, which was placed before this board as to the application of Section 1 of the Master Agreement which reads as follows:

(a) The railways will establish, effective October 1, 1953, for all classes or crafts of yard service employees covered by this agreement, subject to the exceptions contained herein, a work week of forty hours, consisting of five consecutive days of eight hours each, with two days off in each seven,

except as hereinafter provided. The work weeks will be established in accordance with the railway's operational requirements. The foregoing work week rule is subject to all provisions of this agreement.

The Union claimed that under this section, the employees were entitled to a guaranteed work week for forty hours consisting of five consecutive days of eight hours each, and that where a statutory holiday fell on any of these days, it was to become part of the guaranteed work week and in effect the employees were thus paid for the statutory holiday. In its subsidiary agreement reached by the CNR with the Brotherhood of Railway Trainmen, provision was made for applying the foregoing formula. In the case, however, of the Canadian Pacific contract, no such provision was made and as a result no pay for statutory holidays is effected under its contract. Doubtless there were reasons which it is not possible for this board to determine, why in the case of the major railway operators, different results were arrived at in their separate agreements.

The company in this case, however, took the position that having followed the CPR pattern in previous agreements that they should continue to do so and they should not, being a relatively small company, be asked by the union to follow the best in both contracts. Doubtless from their point of view, it afforded a simpler method of arriving at their subsidiary contract by taking this position. It is also a simpler matter from the union's point of view as well to know that the CPR patterns were to be followed in their contract with the Essex Terminal Railway Company.

It is clear, however, that the general machinery of contractual relations used in arriving at agreements between the various locals of the Brotherhood of Railway Trainmen was for a master agreement to be reached by the two major railways and where variations and modifications not covered by the master agreement were sought, that these should be negotiated in local or separate agreements. The Board was advised that the reason for this method is that it would not be possible in a master agreement to write the great variety of clauses that would be necessary to cover the varying conditions in the different operational areas of the railroad industry in Canada. The Essex Terminal Railway, therefore, was obliged to negotiate a contract with the Brotherhood of Railway Trainmen which would meet the special operating conditions in Windsor, and while it is true it may have been advantageous in the past to the parties to follow the

CPR pattern, that pattern may, in some cases, not be applicable or satisfactory to either party.

The union argued that special local conditions prevailed in the Windsor area inasmuch as in industry generally, the forty hours a week with paid statutory holidays varying from six to eight in number was almost universally recognized and the Essex Terminal should in its contract with them conform to general conditions in their own area.

The Board has come to the conclusion that there is much force in this argument and that the Essex Terminal, in negotiations with the union on this specific issue, cannot ignore the prevailing conditions in industry in the area. For some reason, the Canadian National Railway has recognized, in its separate agreement, that statutory holidays are to be covered by the guaranteed work week. It should be pointed out that the CNR, as well as this Company, can so schedule their operations that in some cases no additional financial burden is imposed upon the company. For example, in some operations it is possible doubtless for the CNR, where a statutory holiday falls on Monday, to schedule the work from Tuesday through Saturday, thus guaranteeing five days work in that week. In the case of the Essex Railway Company, it was contended that it was not possible for them to schedule their work so as to avoid the full cost of covering statutory holidays by the guaranteed work week formula. However, inasmuch as the CNR has recognized that the guaranteed work week shall include holidays subject to schedules being otherwise arranged, and considering also that the almost universal practice in this area is for industrial workers of all kinds to receive statutory holidays, this company in this contract should agree with the union on some formula by which the special conditions prevailing in this area are recognized.

It is the Board's recommendation that four statutory holidays, namely Good Friday, Dominion Day, Labour Day and Thanksgiving Day, should be recognized by the company, and that the parties should agree that where these days fall within the guaranteed work week of five consecutive days, the company shall be obligated to pay for them, reserving the company's rights to reschedule the work week, so the holiday does not fall within the period of five consecutive work days.

The matter of retroactivity has given me, as Chairman, some concern and I have come to the conclusion that in view of the report of Mr. Ainsborough, the Conciliation Officer, dated June 2, 1954, which was

rejected by the company that foregoing recommendation should be made retroactive to that date. In effect it would therefore mean that the above recommendation as to retroactivity would apply to the statutory holidays of Dominion Day, Labour Day in 1954 but not to Thanksgiving Day in 1953 or Good Friday in 1954. My colleague, Mr. Watson, dissents from this view and believes the recommendation as to retroactivity should be made applicable to all four holidays.

I should add that I am also in accord with Mr. Ainsborough's recommendation as contained in paragraph 1 of his report of June 2, namely that in future negotiations, the CPR pattern will be adopted by the parties on points of a national character. I should also report that Mr. Walter L. McGregor, the nominee of the company on the Board, dissents from the foregoing recommendations.

All of which is respectfully submitted.

Dated at Woodstock, Ontario, this 15th day of September, A.D. 1954.

(Sgd.) ERIC W. CROSS,
Chairman.

(Sgd.) E. R. WATSON,
Member.

Minority Report

Having heard the matter in dispute in this case fully discussed by management and Union representatives, and having read the report of the Board, I regret that I am unable to agree with the recommendations contained therein for the following reasons.

The Company takes the position that it has been its practice and the practice of the Union in negotiating previous contracts to follow the pattern set by the CPR and that there is no reason to deviate at this time from the new contract which was signed by the CPR and the Brotherhood of Railroad Trainmen on February 4, 1954. The Union, as I understand its position, does not deny that the CPR contract has in the past been followed, although they suggest that this is not a completely accurate statement since there were some minor differences in the past. They did not, however, point out any specific instance where an important CNR contract provision has been substituted in a contract with the Essex Terminal Railway for one contained in the CPR contract, and the inference seems to me to be clear that both parties have in the past looked to the CPR contract when negotiating alterations to the Agreement between the Essex Terminal Railway and this local of the Brotherhood.

Under these circumstances, I am of the opinion that unless the Union can establish that the Company is withholding benefits which are generally given to similarly classified employees by both major employers in the industry, or unless the Union can establish that there is some difference between the operations of the Essex Terminal Railway as compared with the CPR which makes the exclusion of paid statutory holidays particularly onerous to the Essex Terminal Railway employees, then the Company is justified in following the CPR contract as it has done in the past.

Now that the CNR, in its contract with the Brotherhood signed on the 2nd of September 1953, has excluded the exception relating to statutory holidays, the Union quite naturally hoping to obtain a further economic advantage for their members, have insisted that the Company follow its example rather than that of the CPR. If this was agreed to by the Company, the pattern of following the CPR contract would be gone once and for all, and I feel sure the eventual result would be that the Union, by selecting the best portions of both the CNR and CPR contracts, would achieve the enviable position of having the best paid yardmen and switchmen in the industry, who would be earning more than similarly classified employees of either of the two major railroads, despite the fact that the employer in this case is engaged in a small specialized operation which does not have the many and varied sources of revenue enjoyed by the major roads.

In this connection, the Company submits the argument that it is in a somewhat peculiar position since its sole function is to service local industry, which is often shut down or operating at a minimum capacity on most of the statutory holidays and therefore, generally speaking, having no passenger traffic, no work is available on those days. The CNR and CPR on the other hand with considerable passenger traffic and an excess of same on statutory holidays maintain assigned crews on most if not all of those holidays, and therefore would not be in the same position of paying employees for work neither required nor performed. The union contends that its members wish to work on statutory holidays and are prepared to do so, but this is of no assistance to a Company which has no work to be performed on those days. It appears therefore that the total cost to the Company per employee which would result from acceptance of the CNR formula, would be greater in the case of the Essex Terminal Railway than it would be for either the CNR or CPR.

It should be kept in mind that the Essex Terminal Railway is a small operation as railroads go, but it is being asked to accept the same wage rates and contract provisions as a publicly owned railroad which for many years has had extreme difficulty in showing an operating profit and which in most years has operated at a substantial operating deficit. It appears to me to be more logical to look to the wage rates and contract provisions of the CPR since it is a large privately owned railroad which normally shows a modest operating profit and which is expected as in the case of the Essex Terminal Railway to provide some return for its shareholders. I am not suggesting that the acceptance of the CNR clause with respect to statutory holidays would plunge the Essex Terminal Railway into serious financial difficulties, but I am of the opinion that it would create a precedent which in future negotiations would result in this small railroad being forced to accept the most onerous provisions in each of the CNR and CPR contracts, a position that could only lead to eventual serious financial problems.

It is true that most labour agreements negotiated in local industries provide for a varying number of paid statutory holidays and this has been the case for several years. The guiding principle however, in my opinion should be a comparison of the terms of employment of the Essex Terminal Railway employees with the terms of employment of other railroad employees

who operate locally and not with local manufacturing industries whose operating problems may be entirely different and whose employees may not under the terms of their contracts receive the same hourly wage rate or other benefits such as a guaranteed five-day week which are provided for in all railroad contracts. Both major railroads operating locally have signed new contracts with the bargaining agents of their employees effective in the Spring of this year and presumably serious consideration was given to the Union request for paid statutory holidays during both negotiations. It may be that the CNR pattern will be eventually adopted by the CPR but until that occurs or in other words, until this formula has been accepted by both of the major railroads, I feel that the Essex Terminal Railway is entitled to continue its practice of conforming to the CPR agreement and if this is done, it cannot be said that its wage policies are out of line with wages paid in this industry locally or elsewhere.

For these reasons I cannot agree with the recommendations set out in the report of the Board and in turn it is my recommendation that the new contract between this Company and the Brotherhood contain the same clause relating to guaranteed five-day week and statutory holidays as is set out in Rule 17 of the CPR contract which became effective on the first of April 1954.

(Sgd.) W. L. MCGREGOR,
Member.

Skilled Craftsmen in U.S. Increase by 50 Per Cent in 10 Years

The number of men employed as skilled craftsmen in the United States increased by 50 per cent between 1940 and 1950, according to the United States decennial census.

This increase was greater than that for employment of men in any of the other ten major occupation groups. Men employed as skilled craftsmen, as a proportion of all men employed, increased from 15 per cent to 19 per cent during the 10-year period.

These trends are expected to continue, writes Ewan Clague, Commissioner of Labor Statistics, U.S. Department of Labor, in an article in the August issue of *IAPES News*, published by the International Association of Personnel in Employment Security.

The demand for skilled workers, he writes, will be sustained by the growth of the population and by the resultant increase in the amount of basic commodities, services, and machinery needed in industry, on the farm, and in the home.

The increasing complexity in machinery and the introduction of automation will also increase the demand for craftsmen such as tool and die makers, stationary engineers and mechanics, writes Mr. Clague.

Among the 16 largest skilled occupational categories, the greatest increases during the 1940-50 decade were recorded for mechanics and repairmen; and for cranesmen, hoistmen and derrickmen, together with excavating, grading and road machinery operators. Both of these categories more than doubled.

Union Security Provisions Compared in Manufacturing and Non-Manufacturing

Large majority of agreements in manufacturing and non-manufacturing provide some form of union security, more frequently in the former than in the latter. Information for individual industries also given

The 910 collective agreements representing all industries that were used for an analysis of union security provisions, the results of which appeared in the August issue (pp. 1140-45), were then classified into industry groups so that the analysis could be carried further. Although the union security provisions in agreements in the two major industrial groups, manufacturing and non-manufacturing, show little deviation from those for all agreements,* considerable variation exists among the contracts of individual industries.

Table 1 shows the frequency of union membership requirements and check-off clauses for the manufacturing and non-manufacturing groups of industries. Similar information is shown in Table 5 for selected individual industries within the two major groups.

Although the large majority of collective agreements in both manufacturing and non-manufacturing provide some form of union

security, the provisions occur somewhat more frequently in the contracts covering workers in the former industrial group. While membership clauses or check-off clauses individually were found in about the same proportions in the agreements of the two industry groups, the proportion of contracts containing both types of security was approximately 10 per cent greater for the agreements in manufacturing.

Turning to the individual industries listed in Table 5, a majority of the contracts covering plants manufacturing foods and beverages, textile products, and wood products contain both a union membership requirement and a dues check-off provision. For the remaining manufacturing industries listed, 30 per cent or fewer of the labour contracts examined provide both form of union security. Most of the contracts in these industries have either a membership or check-off clause. Those covering the manufacture of paper products and those covering printing and publishing firms frequently have membership requirement provisions but seldom have a check-off. On the other hand, contracts in iron and steel products, transportation equipment, and electrical apparatus most often have a check-off without a union membership requirement.

*In the earlier survey, it was found that nine out of every ten agreements had provisions for union security: 21 per cent had clauses concerning compulsory union membership, 37 per cent made provision for the check-off of union dues and 31 per cent had both union membership and check-off provisions.

TABLE 1—FREQUENCY OF UNION MEMBERSHIP AND CHECK-OFF PROVISIONS

(910 Manufacturing and Non-Manufacturing Agreements, May 1954)

Clause	Agreements				Workers Covered			
	Manufacturing		Non-Manufacturing		Manufacturing		Non-Manufacturing	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Membership Clause Only.....	102	20	89	23	38,200	11	52,000	12
Check-Off Clause Only.....	195	38	140	35	163,300	46	210,200	48
Both Membership and Check-Off Clause.....	184	36	100	25	138,700	39	125,300	29
No Membership Or Check-Off Clause.....	32	6	68	17	12,700	4	45,900	11
Totals.....	513	100	397	100	352,900	100	433,400	100

Among the non-manufacturing industries, substantial proportions of the agreements in mining and transportation provide for the check-off of union dues. Membership clauses occur less frequently. Union membership clauses predominate in contracts applicable to construction workers but the check-off is infrequent.

Types of Union Membership Provision

Some form of the union shop† is the most common type of membership provision in the labour-management contracts examined for both main industrial groups, 30 per cent of the agreements in manufacturing and 22 per cent of those in non-manufacturing. The closed shop occurred in 11 per cent of the agreements applicable in the manufacturing industries and in 14 per cent of the remainder.

†For definitions of the various types of union security see L.G., Aug., pp. 1140-45.

Unlike the union shop, however, which was found to some extent among the contracts of most of the individual industries, the closed shop was found mainly in the contracts for four industries. The agreements covering printing and publishing, clothing production and shipbuilding together account for 52 of the 56 closed shops in the manufacturing agreements. Contracts in construction account for 40 of the 56 closed shops in the agreements applying to other industries.

Maintenance of membership is the only form of union membership clause in a substantial number of labour agreements in the manufacturing industries. Almost one-third of the clauses of this type occurred in agreements effective in the food products industry.

Check-Off Clauses

Close to three-quarters of the agreements in manufacturing and 60 per cent of those in non-manufacturing provide for the check-off method of collecting union dues (Table 3).

TABLE 2—FREQUENCY OF UNION MEMBERSHIP PROVISIONS BY TYPE OF PROVISION

(910 Manufacturing and Non-Manufacturing Agreements, May 1954)

Clause	Agreements				Workers Covered			
	Manufacturing		Non-Manufacturing		Manufacturing		Non-Manufacturing	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Closed Shop.....	56	11	56	14	29,700	8	31,200	7
Union Shop.....	70	13	45	11	24,000	7	51,700	12
Modified Union Shop.....	86	17	45	11	48,800	14	39,100	9
Maintenance of Membership Only.....	61	12	15	4	66,300	19	26,500	6
Option of Joining Union or Paying Dues.....	3	1	15	4	600	—	20,700	5
Preferential Hiring Only.....	10	2	13	3	7,500	2	8,100	2
No Union Membership Provision.....	227	44	208	53	176,000	50	256,100	59
Totals.....	513	100	397	100	352,900	100	433,400	100

TABLE 3—FREQUENCY OF CHECK-OFF PROVISIONS BY TYPE OF PROVISION

(910 Manufacturing and Non-Manufacturing Agreements, May 1954)

Type of Provision	Agreements				Workers Covered			
	Manufacturing		Non-Manufacturing		Manufacturing		Non-Manufacturing	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
No Check-Off.....	134	26	157	40	51,100	15	97,700	23
Voluntary Revocable.....	57	11	49	12	48,700	14	66,000	15
Voluntary Irrevocable.....	96	18	26	7	70,000	19	21,900	5
Voluntary and Revocation Not Provided.....	55	11	37	9	31,700	9	51,000	12
Compulsory For Union Members.....	11	2	8	2	4,600	1	10,000	2
Compulsory For All Employees in the Bargaining Unit.....	121	24	120	30	94,500	27	186,800	43
Compulsory for Some Categories of Employees and Voluntary for Others...	39	8	—	—	52,300	15	—	—
Totals.....	513	100	397	100	352,900	100	433,400	100

TABLE 4—UNION MEMBERSHIP AND CHECK-OFF PROVISIONS
(910 Manufacturing and Non-Manufacturing Agreements, May 1954)

Type of Union Membership Provision	No Check-Off		Voluntary Check-Off		Compulsory Check-Off		Compulsory for Some Categories of Employees, Voluntary for Others		Totals	
	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered
<i>Manufacturing</i>										
Closed Shop.....	36	13,200	6	7,400	14	9,100	—	—	56	29,700
Union Shop.....	25	6,000	28	11,200	17	6,200	—	—	70	21,000
Modified Union Shop.....	32	16,300	34	17,500	9	7,500	11	7,500	86	43,800
Maintenance of Membership Only.....	3	400	25	33,400	23	21,100	10	11,400	61	66,300
Option of Joining Union or Paying Dues.....	—	—	2	200	1	400	—	—	3	600
Preferential Hiring Only.....	6	1,000	2	5,200	1	200	1	200	10	7,500
No Membership Provision.....	32	12,700	111	75,500	56	50,000	23	37,800	227	176,000
Totals.....	134	51,100	208	160,400	121	94,500	50	56,900	513	352,900
<i>Non-Manufacturing</i>										
Closed Shop.....	40	28,200	2	2,000	5	1,000	—	—	56	31,200
Union Shop.....	12	6,300	15	26,400	15	19,000	—	—	45	51,700
Modified Union Shop.....	8	2,900	27	30,300	7	4,300	3	1,600	51	39,100
Maintenance of Membership Only.....	4	800	6	17,600	3	3,400	2	7,700	15	26,500
Option of Joining Union or Paying Dues.....	9	8,500	3	1,700	3	10,500	—	—	15	20,700
Preferential Hiring Only.....	7	3,100	3	2,900	1	100	—	—	13	8,100
No Union Membership.....	68	45,900	51	58,000	86	151,500	3	700	208	236,100
Totals.....	157	97,700	112	138,900	120	186,900	8	10,000	397	483,400

The voluntary check-off was the most frequently found type among the agreements for manufacturing industries. However, comparison with a study of union security in collective agreements in the manufacturing industries in 1951 (L.G., 1951, pp. 1359-61) indicates a substantial increase in the incidence of the check-off compulsory upon all employees in the bargaining unit. In the 1951 study this type of clause was provided for in only 8 per cent of the agreements in the sample. In the present study, it was found in 24 per cent of the 513 agreements analysed.

The voluntary and compulsory types appear to an almost equal extent, 28 and 30 per cent respectively, in the contracts representing the non-manufacturing industries.

Although check-off clauses were found among the agreements for all industries included in Table 5, they tend to be less common where a substantial degree of union security exists in the form of a union membership provision.

Union Membership and Check-Off

The relationship between union membership clauses and various forms of the check-off is shown in Table 4 for each major industry group. More than one-third of the collective agreements from manufacturing and one-quarter from non-manufacturing have both a check-off and a union membership provision.

Of the 56 closed shop agreements in the sample covering manufacturing, 20 have a check-off; and of the 56 closed shops in the non-manufacturing agreements only seven provide for a dues deduction system. Among agreements in both manufacturing and non-manufacturing having membership clauses other than the closed shop, about seven out of every ten also provide for a check-off. Where there are no union membership requirements about 86 per cent of the contracts in manufacturing and 67 per cent in non-manufacturing have provisions for checking-off union dues.

TABLE 5—FREQUENCY OF UNION MEMBERSHIP AND CHECK-OFF PROVISIONS, BY INDUSTRY

(910 Manufacturing and Non-Manufacturing Agreements, May, 1954)

Industry	Agreements Analysed	Agreements Having a Union Membership Requirement	Agreements Having a Check-off	Percent of Agreements Providing For			
				Union Membership and Check-off	Union Membership Only	Check-off Only	No Union Security Provision
MANUFACTURING	No.	%	%				
Food and Beverages.....	60	67	85	57	10	28	5
Textile Products (Including Clothing)...	67	72	94	66	6	28	—
Wood Products.....	28	78	82	64	14	18	4
Paper Products.....	47	91	28	21	70	7	2
Printing, Publishing and Allied Industries	29	90	24	21	69	3	7
Iron and Steel Products.....	93	39	82	31	8	51	10
Transportation Equipment.....	72	48	72	26	22	46	6
Electrical Apparatus and Supplies.....	27	26	81	22	4	59	15
Miscellaneous Manufacturing Industries..	90	35	83	26	9	57	8
	513						
NON-MANUFACTURING							
Mining.....	36	28	75	22	6	53	19
Construction.....	61	87	9	7	80	2	11
Transportation.....	145	33	68	20	13	48	19
Miscellaneous Non-Manufacturing Industries.....	155	50	70	38	12	32	18
	397						

Collective Agreement Act, Quebec

During September, a number of wage increases, revised provisions governing paid holidays, new minimum wage scales and the addition of new classifications to existing wage scales were made obligatory by Orders in Council under the Collective Agreement Act, Quebec.

In the ornamental iron and bronze industry, wage rates in the Trois-Rivières district were increased from 8 to 10 cents per hour with a further increase in one zone of 5 cents from October 15. Montreal and district rates were unchanged.

Minimum hourly rates for longshoremen and checkers (ocean navigation) at Quebec

were increased by 7 and 10 cents per hour, respectively, for day work, and double time will now be paid for work on Good Friday, in addition to the holidays already specified.

In the fine glove industry throughout the province piece rates are now raised to 25 per cent above the 1948 level. In the work glove industry piece rates are increased by 30 per cent above the 1948 level. In addition, 5 paid holidays are now provided for in the fine glove industry, and in the work glove industry paid holidays are increased from 3 to 5.

Montreal Printing Trades Enrol 115 Apprentices

From April 1, 1953, to March 31, 1954, 115 new apprentices were admitted to the printing trades in the city of Montreal. This was the lowest registration in the past five years. The drop in registration was felt particularly among new apprentice pressmen.

These figures are contained in the report submitted by Ernest Guenette, Secretary-Manager of the Printing Trades Apprenticeship Commission.

The 115 new apprentices were classified as follows: 17 typesetters, 40 pressmen and 18 bookbinders; 95 were French-speaking and 20 English-speaking.

In addition, there were 151 separations and departures due to promotions, to unemployment, to the apprentice's giving up his career or to his being hired in an establishment which does not come within the jurisdiction of the Commission. This was also the lowest figure in the last five years.

The report points out that 95 per cent of the apprentices who left their trade were French-speaking.

741 Conciliation Cases In Quebec Last Year

According to the annual report of the Conciliation and Arbitration Service of the province of Quebec, there were 741 cases of conciliation, 186 of arbitration and 22 strikes in the province during the fiscal year 1953-54.

The 22 strikes involved 8,600 workers.

The 741 cases of conciliation, in which 6,733 employers and 188,498 wage-earners were concerned, entailed 6,891 sittings, while the 186 arbitration cases, affecting 913 employers and 117,300 workers, required 1,599 sittings.

The report notes that 1,365 labour agreements, affecting 213,000 workers, were in force at the end of the fiscal year, as well as approximately 100 decrees governing some 222,000 other wage-earners.

Social Service Bureau Set Up at Quebec Plant

Workers at the Shawinigan Falls plant of the Aluminium Company of Canada who have problems in social relations, family or education may now seek the advice of two social worker-priests who visit the factory each week.

The social clinic is sponsored jointly by the Shawinigan Falls Social Service Centre and the Psycho-Social Institute of Three Rivers. It was established at the request of the Company's management.

The social service bureau at the plant is manned by Mgr. Charles Edouard Bourgeois, PD, well-known social worker, and the Rev. Raynald Rivard, a psychologist.

The service is free of charge to the plant employees and is strictly confidential. Only problems outside the field of labour are dealt with; the service has no intention of taking the place of the unions in settling problems connected with labour-management relations.

Labour Legislation in New Brunswick in 1954

New Act makes 24-hour weekly rest period a minimum requirement. One week's annual paid vacation to be mandatory in construction, mining

The New Brunswick Legislature, in session from February 18 to April 14, enacted two major labour laws, the Weekly Rest Period Act, which requires employees to be given at least one day's rest in seven, and the Vacation Pay Act, under which, effective June 30, 1955, employees in the mining and construction industries will be entitled to a week's vacation with pay after a year's service and the vacation stamp system will be adopted for employees who do not work a full year for one employer.

An amendment to the Stationary Engineers Act provides for inspection of low-pressure boilers and stipulates that a licensed operator is required for those over 50 h.p.

Under a new Act for the control of private trade schools, trades may not be taught or correspondence courses offered unless the school is registered with the Department of Education.

Weekly Rest

The Weekly Rest Period Act, proclaimed in effect August 1, requires that employees be given a 24-hour rest period, to be taken if possible on Sunday.

The requirement does not apply in respect to farm employees, persons who are, in the opinion of the Minister of Labour, required to cope with an emergency, or part-time workers not usually employed more than five hours a day. Further, the Lieutenant-Governor in Council may designate certain groups of employees and certain employers as being outside the scope of the Act.

With the approval of the Minister an arrangement may be made for rest periods to be accumulated and taken later, either part at a time or all together. It is stipulated, however, that nothing in the Act authorizes any work to be done on Sunday which is now prohibited by law.

For the purpose of ascertaining whether the Act is being obeyed, inspectors authorized by the Minister may enter at any hour any place where an employee works. An employer who violates the Act is guilty of an offence and is liable on summary

conviction to a maximum fine of \$100, and in default of payment, to imprisonment for not more than 30 days.

New Brunswick is the eighth province to pass an Act providing for a weekly rest period. The provisions in the other seven provinces, however, are not all general in their application.

Annual Vacation

The Vacation Pay Act, which will come into force June 30, 1955, covers the mining and construction industries.

The Minister of Labour, in introducing the Bill to the New Brunswick Legislature in March, gave two reasons why the coverage was limited to these two industries. He said that surveys had indicated that holidays with pay were quite generally effective without legislation where there was year-round employment. On the other hand, in the construction industry, where many employees worked for different employers during the year, it was impossible for employers to give holidays without some legislative arrangement. The same applied to some extent to mining operations in the province. Secondly, since the vacations stamp system would require complicated administrative procedures, the aim was to start with mining and construction and extend the Act to other industries, if necessary, at a later date.

The Act will also apply to such employment related to construction and mining as is designated by the Lieutenant-Governor in Council as being within the scope of the Act. It does not apply to any employee who is employed in a temporary capacity where the total cost of labour and material supplied is less than \$100.

It provides that any employee who works 225 days or shifts in a year for an employer shall be given, not later than four months after the year ends, an unbroken vacation

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

of at least one week. The employee is to be notified of the date of the vacation not less than a week in advance. The employer is required to pay the employee vacation pay of at least two per cent of his year's earnings at least one day before the beginning of the vacation. "Earnings" are defined as the pay received by an employee for all work done by him.

If an employee leaves his employment before the end of the year but has worked 225 or more working days or shifts he is to receive an amount equal to two per cent of his earnings as vacation pay.

In case the employee works less than 225 days for an employer, the latter must contribute in vacation stamps an amount equal to two per cent of the employee's earnings during the time of employment. The employer is responsible for obtaining from the Department of Labour a stamp book for each employee and for the safe keeping of the stamp book. He may deduct the cost of the stamp book from the employee's wages. The stamps are to be purchased from the Department of Labour and are to be affixed in the stamp book not later than four months after the year ends or on termination of employment.

After June 30 of each year the employee may present his current vacation stamp book to a chartered bank and be entitled to receive cash equivalent to the full value of the stamps affixed to his book. In this way each of the employers for whom he has worked during the year has contributed to his vacation pay in proportion to the length of time he spent in his employ.

There is provision in the Act that the Minister of Labour with approval of the Lieutenant-Governor in Council may make reciprocal arrangements with other provinces for the honouring of vacation stamps outside of New Brunswick.

The Act also contains requirements as to the keeping of records. In respect to stamp books, an employer is to record the serial number of each employee's book, the date of issue and the name and address of each employee who has a book. In general he is required to keep records showing that the Act is complied with, and to produce for inspection all records relating to an employee's wages and vacation.

If the employee requests it, an employer is required to give him a statement of his earnings for any specified period, showing the basic wage, any bonus or living allowance, and the nature of any deductions.

The provisions for an annual vacation established by any other Act, agreement, contract of service, or custom, if they are as favourable to an employee as the provisions of the Act, prevail over the Act.

An employer who violates the Act is guilty of an offence and, on summary conviction, may be fined up to \$500. In default of payment, a penalty from 10 to 90 days' imprisonment is provided. The Act further requires that the magistrate before whom the employer is convicted "shall order" the employer to pay the employee the money due him.

Annual vacations with pay are provided for by law in six other provinces. In Quebec, Ontario and British Columbia the required annual vacation is, as under the New Brunswick Act, one week in Alberta and Manitoba it is also one week after a year's service but, after two years' service in Alberta and after three years' service in Manitoba, two weeks. In Saskatchewan it is two weeks after one year's service.

The stamp system is in use to varying extent in Alberta, Manitoba, Ontario and Quebec.

Stationary Engineers

Amendments to the Stationary Engineers Act bring low-pressure boilers under the Act, provide for a Fourth Class Engineer's Certificate and lay down stricter inspection requirements respecting all boilers and pressure vessels under the Act. The amendments were proclaimed in force September 15.

The changes resulted from a number of accidents over the past few years which caused extensive property damage, and enact into law some of the recommendations contained in a resolution submitted by the Stationary Engineers' and Firemen's Federal Union at the last conference of the New Brunswick Federation of Labour.

All hot-water boilers in the province used for heating purposes and having a capacity of more than three cubic feet or an area of more than 20 square feet of heating surface (approximately 2 h.p.), including attached piping and fittings, are now covered by the Act, except those used to heat a building occupied for residential purposes by not more than four families. All such boilers are subject to the inspection requirements of the Act and all high-pressure boilers and low-pressure boilers which are over 50 h.p. must be operated by an engineer holding the appropriate certificate. Previously low-pressure boilers, i.e., those containing steam under pressure of 15 pounds p.s.i. or less, were not under the Act.

In order to take in low-pressure boilers, boiler plants are now divided into three classes instead of two for the purpose of determining the grade of engineer's certificate required: Boiler Plant Class A, high-

pressure plants (over 15 pounds p.s.i.) of 100 h.p. or more; Boiler Plant Class B, high-pressure plants of less than 100 h.p.; and the new class (Boiler Plant Class C), low-pressure (15 pounds p.s.i. or under) of more than 50 h.p. In order to operate a low-pressure boiler of more than 50 h.p. a person must hold at least a boilerman's licence.

New provision was made for a fourth class certificate. To obtain this licence a person must have had three months' practical experience in the operation of a steam power plant or boiler plant. A person who held a Stationary Boilerman's Licence on June 1, 1954, may be granted a Fourth Class Stationary Engineer's Licence without examination.

As regards inspection, the Act requires that every boiler and pressure vessel be either insured by a boiler insurance company or be inspected annually by a government boiler inspector. In addition all boilers and pressure vessels under the Act, whether or not they are insured, must now be inspected when being installed before they are put into operation and may be required to be inspected by order of the Chief Inspector at any time.

A further amendment permits the Lieutenant-Governor in Council to make regulations regarding the construction, installation, maintenance and operation of boilers and pressure vessels.

The schedule of fees for inspections and certificates was also revised.

Private Trade Schools

New legislation, the Trade Schools Act, requires private trade schools to be licensed by the Department of Education. Seven other provinces have similar legislation.

The Act defines a trade as the skill and knowledge requisite for or intended for use in a business, trade or calling, and specifically lists such trades as the construction trades; the building, repair and operation of aeroplanes, automobiles, steam engines, boilers, internal combustion engines and machinery of all kinds; manufacture, repair and operation of radio and electrical equipment, electronics and television; aviation; mining; lumbering; barbering, beauty culture, hair-dressing; dressmaking, millinery; accountancy, commercial and industrial art, advertising, business management, salesmanship; mechanical dentistry; laboratory attendants and technicians; pharmacy; photography; chiropody; general and specialized manufacturing, general and specialized therapeutics; journalism,

story writing; home and nursery service; and personal service. Other trades may be added to the list by regulation.

A trade school means any school teaching a trade except a school that is part of the provincial school system or operated by a university or by a federal or New Brunswick government department, but does not include a private school operated by a religious organization or by a legally constituted board of management which does not operate for gain.

The Act stipulates that no person shall operate a trade school or offer a correspondence course for sale unless he is registered, and trade schools already in operation were required to make application for registration to the Minister of Education within 30 days after the Act came into force on April 14. An application for registration is to be in writing, and such information as the Minister may require in respect to the particular school must be submitted.

If the Minister is satisfied that the trade school is provided with competent instructors and sufficient equipment, and is prepared to furnish proper instruction at reasonable rates, he may issue a certificate of registration. Registrations expire each year on December 31 and must be renewed. A fee for registration and renewal may be set by regulations.

The Minister has power to authorize inspection of any trade school and a penalty is provided for any person obstructing such inspection. A registration may be revoked at any time. The Lieutenant-Governor in Council is authorized to appoint the necessary officers for carrying out the Act.

Regulations may be made under the Act by the Lieutenant-Governor in Council governing the operation of trade schools. In particular they may prescribe the security to be provided by the operator of a trade school for the performance of his contracts; standards in respect to accommodation, equipment and staff; the minimum hours of instruction which may constitute a course of instruction in any trade; and, in the case of any trade school, the examinations to be conducted for a certificate of competency from the school. Terms and conditions of enrolment may also be prescribed, the maximum and minimum fees for a course of instruction, and the terms and conditions upon which enrolment and tuition fees may be collected and retained. Misleading advertisements relative to a trade school may be prohibited. Regulations may also prescribe the amount that may be charged the public for any article produced by a trade

school, and may limit such sale so as to prevent unfair competition with goods produced in a factory or shop. The times during which the public may obtain service and the amount that may be charged for services given by an employee or student may also be set.

Disabled Persons' Allowances

An Act was passed to enable the Government of New Brunswick to participate in the federal-provincial program of pensions for disabled persons. Under the federal Disabled Persons Act (L.G., Sept., p. 1295), when an agreement is signed with

a province, the Government of Canada will pay one-half of a pension of not more than \$40 a month to totally and permanently disabled residents between 18 and 65 years of age in cases of need.

Jury Duty

The Jury Act was amended to make women eligible for jury duty. A woman is not qualified unless before the jury list is prepared she files a request with the sheriff of the county to have her name listed. Any year before the list is prepared she may have her name withdrawn by notification to the sheriff.

Labour Legislation in Newfoundland in 1954

Apprenticeship and Workmen's Compensation Acts amended; new Social Assistance Act passed. Revised Election Act requires the granting of sufficient time off to allow 3 consecutive hours free while polls open

The Newfoundland Legislature was in session from March 24 to June 22. The Apprenticeship Act was amended to require young men eligible for apprenticeship to become registered apprentices under the Act if they are employed in one of the designated trades for longer than three months. The first step was taken towards certification of qualified tradesmen already engaged in the trades by authorizing regulations to provide for examinations and the issuing of certificates of qualification.

An amendment to the Workmen's Compensation Act dealt with the method of determining compensation to a workman whose injury has resulted in a permanent partial disability.

Under the revised Election Act employers are required to grant sufficient time off to employees to allow three consecutive hours free while the polls are open.

A new Social Assistance Act, not yet proclaimed in force, incorporates the existing provisions for mothers' allowances and for assistance now given under the Dependents' Allowance Act, and makes new provision for assistance in other circumstances where help is required.

Apprenticeship

The first group of apprentices under the jurisdiction of the Apprenticeship Act are now training in five designated trades. The amendment during the 1954 session added some compulsory features to the Act and made some changes in regard to its administration.

A person between 16 and 21 years of age who is eligible for apprenticeship training may no longer be employed in a designated trade for longer than three months in any one year unless he enters into a contract of apprenticeship or obtains a permit from the Apprenticeship Board. The Board may delegate its power to issue such permits to the Director of Apprenticeship.

The amendment also authorizes the Board to delegate certain of its other powers to the Director. By resolution of the Board, the Director may be authorized to approve apprenticeship contracts and plans of apprenticeship training, cancel contracts upon agreement of the parties or for proper cause, evaluate and grant credits for previous training, determine the nature and duration of related technical courses in any particular trade, provide for periodic tests and final examinations of apprentices and issue certificates to apprentices on satisfactory completion of training. He may also be authorized to appoint advisory committees for any trade.

At the same time it provides that the Board may review an action of the Director either on its own initiative or in response to a request from an aggrieved person. In such a case the Board may act *de novo* as if the power of duty in question had never been delegated to the Director.

New authority was given to the Board to make regulations on the recommendation of the Minister, and with the approval of the Lieutenant-Governor in Council, for

examination and certification of persons other than apprentices employed in a designated trade, and prohibiting the employment in the trade of persons who do not hold a certificate. The Board may by permit allow a person engaged in the trade when the regulations come into force to continue in employment without a certificate.

The provision of the Act under which the Lieutenant-Governor in Council could fix allowances to be paid to an apprentice while pursuing a course of technical instruction as part of his training was amended to cover also an allowance to a prospective apprentice pursuing a pre-apprenticeship course. Regulations may also be made on the recommendation of the Minister prescribing fees for examinations, certificates of qualification, permits and certificates of apprenticeship.

Another new provision authorizes the Lieutenant-Governor in Council, on the recommendation of the Board and with the approval of the Minister, to limit the application of the Act or regulations to specified areas of the province. There is a similar provision in the Nova Scotia Apprenticeship Act.

Workmen's Compensation

In establishing the amount of compensation to be paid to workmen in cases of permanent partial disability, the Workmen's Compensation Board is now authorized to estimate the impairment of earning capacity from the nature and degree of the injury. A sum proportionate to the impairment will be paid weekly or at other intervals during the lifetime of the workman. As a guide in determining the compensation payable, the Board may compile a rating schedule of percentages of impairment for specified injuries or mutilations.

The method previously authorized in Newfoundland was to base compensation on the difference in earnings before and after the accident. The Board may still use the earlier method where it seems more equitable.

As previously, where the impairment of earning capacity does not exceed ten per cent of the workman's earning capacity, the Board will, unless it would not be to his advantage, direct the payment of a lump sum as compensation.

A further amendment to the Act exempts executive officers or directors of corporations from the coverage of the Act. The exemption is subject to the provision in the Act which states that a person excluded from coverage may be brought under it on the application of the employer.

Other amendments permit the Board to acquire property and erect buildings for its purposes and to make regulations, subject to the approval of the Lieutenant-Governor in Council, with respect to the establishment of a pension fund for the members, officers and employees of the Board. Contributions to the fund and administration costs are payable out of the accident fund.

Elections

A new Election Act sets 21 years as the voting age for women as well as for men. The voting age for women, set at 25 years in the earlier Act, was actually lowered to 21 by the terms of union, pending action by the Newfoundland Legislature. The residence qualification, formerly residence in the province for two years preceding the day of election, is now residence in the province for 12 months preceding the date of issue of the writ of election.

A new provision states that every employee who is a qualified voter is entitled to have three consecutive hours while the polls are open for the purpose of voting. If his working hours do not permit this, his employer must allow him sufficient time off with pay to make up the three hours. The time off is to be granted at the convenience of the employer. No penalty may be imposed for the absence from work. Any employer who refuses to grant voting time or by intimidation, undue influence or in any other way interferes with the granting of it is guilty of an offence and is liable to a fine not exceeding \$500 and in default of payment to imprisonment for not more than three months, or to both fine and imprisonment.

Employees of railway companies are among the employees covered by the provision for voting time except for those employees actually engaged in the running of trains, to whom time off cannot be allowed without interfering with the manning of the trains.

Advance polls may now be held to receive the votes of members of the armed forces, fishermen, sailors, persons employed in transportation and travellers likely to be absent from their usual place of residence on election day. Such polls may be held on any or all of the seven working days immediately preceding the election day.

Mothers' Allowances

An amendment to the Mothers' Allowances Act permits allowances to be paid to needy mothers towards the support of children between the ages of 17 and 21

where such children are incapacitated or attending school or college or are in need of financial assistance for other reasons. The new provision applies also to orphans under the care of a foster mother or guardian. Previously no allowances were authorized in respect of children over 17 years of age except those reaching 17 during a school year and then only until the end of the school year.

The allowance payable in respect of an incapacitated husband will continue to be paid until the children are ineligible for allowances. The words requiring the allowance for the husband to be the same as that for a dependent child have been deleted. A higher allowance, \$120 a year, was authorized in respect of an incapacitated husband by regulations under the Act as amended (see p. 1600).

Social Assistance

The provisions of the Mothers' Allowances Act and of the Dependents' Allowances Act are included with little change in a new Social Assistance Act, not yet proclaimed in force. The Act will be administered by the Minister of Public Welfare. A Director of Social Assistance appointed under the Act will deal with applications for social assistance, subject to regulations which may be made by the Lieutenant-Governor in Council respecting the different types. Any person aggrieved by a decision of the Director may appeal to the Minister.

In addition to providing for allowances to needy mothers and to persons who through mental or physical incapacity are unable to support themselves, the Act authorizes social assistance wherever the Director feels it is necessary for the proper maintenance or rehabilitation of a person

or his family. "Social assistance" as defined in the new Act means financial assistance; assistance in kind; institutional, nursing, boarding or foster home care; counselling service by welfare officers and others; assistance to meet emergencies arising out of damage sustained through fire, storm, flood or other cause; assistance towards repair and renovations to homes of destitute people; burial of needy persons; transportation of indigent, sick destitute or stranded persons; and generally any form of assistance necessary in the opinion of the Minister of Public Welfare to relieve destitution and suffering or to rehabilitate any person.

At present persons receiving assistance under the Old Age Security Act (Canada), the Blind Persons' Allowances Act, the Mothers' Allowances Act or the Old Age Assistance Act are not eligible for dependents' allowances. Social assistance, however, will be available in cases of need regardless of other security measures.

Both the Mothers' Allowances Act and the Dependents' Allowances Act are to be repealed after the new Act is proclaimed in force.

Disabled Persons' Allowances

The Disabled Persons Act 1954 authorizes the Government of Newfoundland to enter into an agreement with the Government of Canada to provide for the payment of allowances to needy persons between the ages of 18 and 65 who are permanently and totally disabled. Under the federal-provincial scheme of allowances for the disabled, the Federal Government will pay 50 per cent of an allowance of up to \$40 a month.

The Act will be administered by the Old Age Assistance Board.

Legal Decisions Affecting Labour

Supreme Court of Canada holds that mechanics' lien can't be enforced against interprovincial pipeline. U.S. Supreme Court holds state court can award damages for injury caused by unfair labour practice

The Supreme Court of Canada has upheld the ruling of the British Columbia Appeal Court that a mechanics' lien cannot be enforced against an interprovincial oil pipeline because it is not within the powers of a province to cause the breaking up of an interprovincial undertaking.

In the United States, the Supreme Court affirmed the judgment of a state court requiring a union that had engaged in the unfair labour practice of intimidating employees to pay damages for the injury caused to the employer.

Supreme Court of Canada...

...holds that interprovincial oil pipeline is not subject to provincial mechanics' lien legislation

The Supreme Court of Canada on May 19 upheld the judgment of the British Columbia Court of Appeal affirming dismissal of mechanics' lien proceedings against an interprovincial oil pipeline (L.G., Sept. 1953, p. 1337). The Court held unanimously that it was beyond the jurisdiction of a province to cause the sale of part of an interprovincial undertaking by enforcing a mechanics' lien against it. *Campbell-Bennett Ltd. v. Comstock Mid-western Ltd. and Trans Mountain Pipe Line Co.* [1954] 3 DLR 481.

United States Supreme Court...

...affirms state court's judgment awarding damages to firm for union's unfair labour practice

The United States Supreme Court ruled on June 7 that a Virginia court had jurisdiction to allow an action for damages brought by a construction company against a union for engaging in coercive conduct to obtain recognition from the employer. The Court held that, even though the conduct was an unfair labour practice under the Taft-Hartley Act, the National Labour Relations Board did not have exclusive jurisdiction over the matter, since Congress had not provided a substitute for the traditional procedure of collecting damages in the courts for injuries caused by tortious conduct.

Mr. Justice Burton, delivering the judgment of the Court, first gave the facts. On November 16, 1949, Laburnum Construction Corporation brought an action in the Circuit Court of Richmond, Virginia, for \$500,000 damages against United Construction Workers, affiliated with District 50, United Mine Workers of America. After trial, a jury found the union liable for a total sum of \$275,437.19 in compensatory and punitive damages. The Supreme Court of Appeals of Virginia dismissed the union's motions for a new trial and for dismissal of the action but struck out \$146,111.10 of the compensatory damages, affirming the judgment for the remaining \$129,326.09 damages.

The facts found by that Court were set out in the Supreme Court judgment. During the period from September 1947 to December 1949 the construction company had performed work for two coal-producing companies in West Virginia and Kentucky under contracts from which it derived an annual profit of \$25,000. In

October 1948 the two coal companies asked the construction company to build the preparation plant for a new mine in Breathitt County, Kentucky. Because of the undeveloped condition of the roads and the lack of accommodation for labourers, the president of the Laburnum Corporation was told that if he would undertake the project he would be awarded additional work required for the operation of another mine.

Work was commenced on the project on November 1, 1948. In compliance with its agreement with Richmond Building and Construction Trades Council, the construction firm procured skilled labour through the local affiliates of the AFL and with their consent employed unskilled labourers who were not members of any union. On July 14, 1949, a field representative of the United Construction Workers told the president of the Laburnum company that he was "working in United Mine Workers territory" and that the job would be closed down unless the company recognized his union in hiring employees and concluded an agreement with it. The president told him that the company could not comply with his demand because it had an agreement with the AFL to hire its members.

At noon on July 26 the representative of the United Construction Workers arrived at the job site accompanied by a rough crowd of men, some of whom carried guns and knives. Some of the employees yielded to their threats and joined the union while others refused to do so. When the president of the company arrived he found that all work on the several projects in which his men were engaged had stopped. As a result of the labour dispute in which the contractor was involved, the coal companies cancelled their construction contracts with the Laburnum Corporation.

The United States Supreme Court granted *certiorari* limited to the question of whether the National Labour Relations Board had exclusive jurisdiction over the type of conduct complained of so that the state court was precluded from hearing and determining the issues in a common-law tort action based upon that conduct.

Mr. Justice Burton stated also that the Court had invited the Government to submit a memorandum setting forth the policy of the Board in regard to the provision in Section 19(a) of the Taft-Hartley Act, that the Board may by agreement with any agency of a State or Territory cede its jurisdiction to prevent persons from engaging in any unfair labour practice affecting commerce, and the policy

of the Board in any other cases where it declined to exercise its jurisdiction. The Government's memorandum stated that it had not been found feasible to make agreements ceding jurisdiction and that under the standards currently applied by the Board it would assert jurisdiction over an enterprise similar to that of the Laburnum Corporation.

The Court accepted the view of the Board that it had jurisdiction over the matter because the contractor's activities affected interstate commerce. Mr. Justice Burton assumed also that the union's conduct constituted an unfair labour practice under the Taft-Hartley Act, which prohibits coercion of employees in the exercise of their right to choose their own bargaining agent.

The union contended that the Taft-Hartley Act occupied the field of labour relations so completely that no agency other than the National Labour Relations Board and no court could assert jurisdiction over unfair labour practices. It claimed that state courts were excluded from enjoining future unfair labour practices and from entertaining an action for the recovery of damages caused by such conduct.

Mr. Justice Burton referred to the case of *Garner v. Teamsters Union* [1953] 33 LRRM 2218, in which the Supreme Court held that a State had no jurisdiction to prohibit by injunction unfair labour practices against which Congress had prescribed preventive procedure in the Taft-Hartley Act. However, Congress had not provided or suggested any procedure for dealing with the consequences of tortious conduct already committed. The Taft-Hartley Act did not set up any general procedure of compensation for unfair labour practices except in such minor supplementary ways as the reinstatement of wrongfully discharged employees with back pay. Mr. Justice Burton considered that there was no ground for concluding that existing criminal penalties or liabilities for tortious conduct had been eliminated.

The Taft-Hartley Act did provide for the recovery of damages caused by secondary boycotts in state courts and in Federal District Courts. In Mr. Justice Burton's view, it was not consistent to say that Congress authorized court action for the recovery of damages in one instance and yet without express mention of it abolished all common-law rights to recover damages in other cases. Under the 1935 National Labour Relations Act there were no prohibitions of unfair labour practices on the part of labour unions and yet there was

no doubt that if union agents at that time had damaged property through their tortious conduct they would have been liable to court actions for damages.

The Taft-Hartley Act had increased rather than decreased the responsibilities of unions. It sought to empower a federal regulatory body to forestall unfair labour practices affecting interstate commerce. Its expression of congressional disapproval of such practices was consistent with an increased insistence upon the liability of unions for tortious conduct and inconsistent with their immunization from liability for damages. The provision authorizing the National Labour Relations Board to prevent a person from engaging in an unfair labour practice affecting commerce through a cease and desist order contained no declaration that this procedure was to be exclusive.

Mr. Justice Burton found further support for this interpretation in the legislative history of the Taft-Hartley Act. He quoted statements from the report of the Senate committee on the Bill to show that the legislators considered that the procedure to prevent unfair labour practices on the part of unions was to supplement and not replace legal action in the state courts against illegal conduct.

If the Virginia court were denied jurisdiction in the case at bar, it would mean that where the federal prevention procedure was inadequate unions could destroy property without liability for the damage done. Similar conduct on the part of unorganized private persons would certainly come within the jurisdiction of the Virginia courts. The fact that the offenders in this case were unions, with no contractual relationship with the company or its employees, provided no reasonable basis for a different conclusion. For these reasons the Supreme Court sustained the jurisdiction of the Virginia Supreme Court of Appeals and upheld its judgment.

Mr. Justice Douglas and Mr. Justice Black dissented from the judgment of the Court. They considered that there was no alternate remedy to that provided in the Taft-Hartley Act for unfair labour practices. The Act was designed to bring labour-management disputes to a peaceful settlement. If the parties had the right to sue, the controversy was not settled by what the Board did but dragged on and on in the courts, robbing the administrative remedy of the healing effects it was intended to have. *Construction Workers v. Laburnum Corporation* [1954] 34 LRRM 2229.

Recent Regulations under Provincial Legislation

New regulations for certification of operating engineers issued in Ontario following proclamation of 1953 Act. Schedule of industrial diseases under British Columbia Workmen's Compensation Act amended

Regulations under the new Operating Engineers Act in Ontario set out the requirements for a certificate of qualification for each class of engineer or operator, specifying the evidence as to previous training and experience that an applicant must furnish to the board of examiners.

The schedule of industrial diseases under the British Columbia Workmen's Compensation Act was amended in respect to the workplaces where tuberculosis is held to be an industrial disease and the conditions under which it is compensable.

Changes in regulations governing mothers' allowances in Newfoundland increased the amount that may be granted in respect of an incapacitated husband and the extra allowances authorized because of special needs.

The price of a vacation pay stamp book in Alberta was raised from 25 to 50 cents.

Alberta Labour Act

By an amendment to Holidays with Pay Order 6 (1949), which provides for a stamp system of vacation pay credits in the construction industry, the Alberta Board of Industrial Relations has raised the price of a holiday-with-pay stamp book from 25 to 50 cents. An employee under the stamp system is required to buy a stamp book each year.

The amendment to Order 6 was approved by O.C. 955-54, gazetted July 31.

British Columbia Workmen's Compensation Act

Social workers employed by the Province of British Columbia or by a municipality who contract tuberculosis in their place of employment while engaged in work of a kind usually performed by a public health unit are now eligible to receive workmen's compensation under certain conditions. Employees in the Department of Bacteriology of the University of British Columbia are also now eligible. The amendment to the schedule of industrial diseases was gazetted and became effective September 2.

Conditions of eligibility require the worker to have been free from evidence of tuberculosis when it became an industrial disease applicable to him (in this case, September 2, 1954); to have been free from it on first becoming employed or on re-employment in such work after an

absence of more than one year; and to continue to be free from evidence of tuberculosis for the first six months of employment unless a negative tuberculin test showed him to be free from infection at the time of employment.

The condition specifying that a worker must be free from the disease on re-employment after an absence of more than one year is new. Other workers affected by this change are those whose place of employment is a hospital, sanatorium, clinic, or a branch of the Victorian Order of Nurses; a prison hospital unit; a public health unit of the provincial government, a municipality, the University of British Columbia or a school board; or the British Columbia Medical Research Institute.

The amendment making tenosynovitis a compensable disease when it affects the leg, ankle or foot as well as when it affects the arm, forearm or hand (L.G., June, p. 860) was re-issued by the Workmen's Compensation Board with the approval of the Lieutenant-Governor in Council and is also effective from September 2. A 1954 amendment to the Act, assented to on April 14, requires such approval of additions to or deletions from the schedule of industrial diseases.

Newfoundland Mothers' Allowances Act

An amendment to the regulations which provide for the payment of allowances to needy mothers in Newfoundland sets a maximum annual allowance of \$720, payable to a mother and eight children, rather than \$780, payable to a mother and nine children, as previously. However, a new provision permits the annual allowances payable to be increased by \$120 where a mother who otherwise qualifies for an allowance has an incapacitated husband. Formerly the maximum amount that could be granted in respect of an incapacitated husband was \$60 a year.

The maximum annual allowance for a mother and one child remains \$300 a year. This amount may be increased by \$60 a year for each additional child.

An additional allowance of \$30 a month, instead of \$20 as before, may be granted by the Board if it is deemed necessary because of special or extra diets, educational needs or other circumstances.

Allowances will not be paid to a family in a rural community if the value of their combined real or personal property exceeds \$5,000. The limit was formerly \$2,500. A family in an urban community was previously ineligible for an allowance if the value of their combined real or personal property was more than \$5,000. This limit has been removed and it is left to the discretion of the Minister to decide what amount is sufficient for the proper maintenance and care of the family.

The amendment was made and gazetted August 17.

Ontario Operating Engineers Act

Regulations have been issued under the Operating Engineers Act, 1953, which was proclaimed in force July 22, 1954. The Act (L.G., Nov. 1953, p. 1643) provides for the examination and certification of operating engineers, specifies the type of plant which each class of engineer is entitled to operate, and prescribes the minimum grade of certificate required for the operation of each type of plant. It also requires the registration of plants and authorizes the inspection of any building where a plant is being installed or operated.

The regulations set forth the qualifications for the different grades of engineers and operators, for the members of boards of examiners and for inspectors, and define the duties and responsibilities of chief operating engineers, chief operators, shift engineers and shift operators in addition to those set out in the Act. The new regulations (O.Reg. 131/54, made July 22 and gazetted August 7) revoke O.Reg. 239/44 and 89/45 (CRO 474).

Under the new regulations, a member of the board of examiners has to be at least 28 years of age and hold a current first class engineer's certificate or a current second class engineer's certificate and a certificate of competency as a boiler inspector under the Boilers and Pressure Vessels Act, 1951. As evidence of general education, Ontario Grade XIII standing in eight papers is required, of which two papers are to be chosen from algebra, geometry or trigonometry and statics. The Minister may accept evidence of equivalent educational qualifications. These educational qualifications are more specific than those under the previous regulations, in which the requirement was evidence of a knowledge of applied science with reference to mechanical, electrical and refrigeration engineering.

The Act provides for the appointment of inspectors to see that plants are properly registered and that qualified persons are in

charge. The regulations stipulate that an inspector must be at least 24 years of age and must hold a current certificate as a first or second class engineer. As evidence of general education, he must have successfully completed a Grade XI course in Ontario or present evidence satisfactory to the Minister of equivalent educational qualifications.

Operating engineers are classified in the Act as stationary engineer (fourth, third, second or first class); hoisting engineer; hoisting engineer (electrical and internal combustion); traction engineer; hoisting and traction engineer; and operators as compressor or refrigeration operator.

The minimum age for an applicant for a fourth class operating engineer's certificate is 19 years, and for the other classes 21, 23 and 28 years respectively. Fourth, third and second class operating engineers are required to obtain a mark of not less than 60 per cent on the statutory examinations; a first class operating engineer, 70 per cent.

The period of "qualifying" experience (which must be practical operating experience on regular shifts) for a fourth class certificate is one year in a high-pressure stationary steam-plant of over 25 h.p., or in a low-pressure stationary steam-plant of over 75 h.p. If an applicant holds a Secondary School Graduation Diploma "Industrial-Electrical and Steam Operating" indicating that he has successfully completed a vocational course including practical experience in a stationary steam-plant during at least four years, he is credited with six months' qualifying experience. A certificate of competency as a third class engineer issued under the Canada Shipping Act is accepted in lieu of evidence of the entire period of required experience.

For a third class certificate an applicant must furnish evidence of at least two years of experience in a high-pressure stationary steam-plant of over 75 h.p. or a low-pressure steam-plant of over 200 h.p., and hold a fourth class certificate or a certificate from another province equivalent to a third class certificate in Ontario. As with fourth class certificates, the Industrial-Electrical and Steam Operating Secondary School Diploma counts for six months' experience. A certificate of competency as a second class engineer issued under the Canada Shipping Act or the Merchant Shipping Acts (Imperial), 1894 to 1949, is accepted in lieu of evidence of the full period of qualifying experience.

An applicant for a second class certificate who holds a current third class certificate (or the equivalent of an Ontario second class certificate from any other province)

must show that he has had at least five years' experience in a high-pressure stationary steam-plant, three years of which were in a plant of over 200 h.p. An applicant who holds a certificate of competency as a second class engineer under the Canada Shipping Act or the Merchant Shipping Acts (Imperial), 1894 to 1949, requires evidence of a shorter period of experience—two years in a high pressure stationary steam-plant of over 200 h.p. A first class engineer's certificate under the Canada Shipping Act or the Merchant Shipping Acts (Imperial), 1894 to 1949, is accepted in lieu of evidence of the entire period of qualifying experience.

An applicant for a first class certificate who received a second class certificate having already held a certificate under the Canada Shipping Act as described above must furnish evidence of at least three years' experience in a plant of over 350 h.p., one year of which was in a plant of over 600 h.p. For any other applicant who holds a second class certificate (or the equivalent of a first class Ontario certificate from any other province), evidence of at least ten years' experience in a high-pressure stationary steam-plant is required, of which at least four years were in a plant of over 350 h.p. and at least one year in a plant over 600 h.p. A degree in engineering from a Canadian university reduces the period of required experience from ten to seven years, as does also experience in designing and constructing boilers, compressors, engines and the associated equipment for a period of seven years.

For certification as hoisting engineer, hoisting engineer (electrical and internal combustion), traction engineer, and hoisting and traction engineer, the minimum age is 19 years. An applicant must pass the statutory examination obtaining a mark of not less than 60 per cent. For hoisting engineer evidence of at least 18 months

of experience in a steam hoisting-plant is required. An applicant for a certificate as a hoisting engineer (electrical and internal combustion) must produce evidence of 18 months' experience in a hoisting plant, and he is also required to produce a letter from each employer who employed him in that capacity during the period certifying that he proved able to operate the equipment in a safe manner. The qualifying experience for a traction engineer's certificate is 18 months in a traction plant. An applicant for a certificate as hoisting and traction engineer must hold either a hoisting or traction certificate and present evidence of the qualifying experience required for the other.

To qualify for a certificate as compressor operator or refrigeration operator an applicant must be at least 21 years of age, obtain a mark of at least 60 per cent on his statutory examinations and have the necessary qualifying experience: 18 months in a compressor plant for a compressor operator and two years in a refrigeration plant for a refrigeration operator.

In addition to the duties set out in the Act, the regulations state that a chief operating engineer, or chief operator, is responsible for taking all possible safety precautions, maintenance of discipline among those working under him, and supervision of shift engineers in their work and duties for the safe operation of the plant. He must be on call for duty at the plant at all times except when sick or on leave. A shift engineer or shift operator is responsible, under supervision, for the safe operation of the plant and the supervision of those under him. It is his duty to maintain a close watch on the condition and repair of equipment, to report unsafe conditions to the chief operator or engineer, and to take the necessary steps to prevent immediate danger.

Forms for the registration of a plant are also prescribed in the regulations.

12 States Revise Workmen's Compensation Laws This Year

Of the 14 state legislatures that met this year, 12 revised their workmen's compensation laws.

Four states—Michigan, New York, Rhode Island and Virginia—raised benefit provisions for all types of disability and three others—Arizona, Colorado and Maryland—provided higher benefits for certain specific disabilities.

With the revision of the Michigan benefit schedule to a \$42-a-week maximum for total and partial disability, 12 states now pay a weekly maximum of \$40 or more for temporary total disability.

Rhode Island enacted a completely new workmen's compensation law that makes provision for compulsory coverage for employers of four or more persons. Under the former law, such coverage was elective.

Unemployment Insurance

Decision of the Umpire under the Unemployment Insurance Act

Complete text published because of its great general interest

Decision CU-B 1077, September 20, 1954

The claimant, 65 years of age, filed an initial application for benefit on July 31, 1953, registered for employment as a clerk and stated that he had been employed as a stock-keeper by the Toronto Hydro Electric Commission, Toronto, Ont., from 1928 to January 30, 1953, when he was retired on a pension.

The local office of the Unemployment Insurance Commission commented that as the claimant suffers from a nervous disorder, his arms and legs making continuous movements, it was doubtful whether he could perform work of any kind.

The claimant submitted a medical certificate dated August 18, 1953, which was to the effect that he was now able to do light work that would not require him to move around very much.

The insurance officer disqualified him from receipt of benefit for an indefinite period as from July 31, 1953, on the ground that he was not capable of work within the meaning of Section 29(1)(b) of the Act.

The Special Placements Division of the local office interviewed the claimant on September 23, 1953, with a view to determining a suitable occupational classification and reported in part as follows:

We feel he will be extremely difficult to place even in the classification we have given him (Weighmaster (Coal Yard) 1-45.02). However, this does not necessarily make him unemployable. For this decision we have always depended on professional medical advice. In this case a doctor has gone on record to the effect that this man is capable of work. There appears to be little we can do but accept his statement.

From the decision of the Insurance Officer, the claimant appealed to a court of referees, which, after hearing him and a representative of his union, the National Union of Public Service Employees, in Toronto, on October 9, 1953, unanimously dismissed the appeal on the ground that the claimant could not be considered as being capable of work "at the present time".

As evidence that the claimant was capable of light work, the National Union of Public Service Employees informed the Toronto office of the Unemployment Insurance Commission on January 19, 1954, that, subsequent to the hearing of the appeal by the court of referees on October 9, 1953, the claimant was employed by the office of that organization from October 26 to December 4, 1953, to assist the clerical staff in sorting, handling and distributing some of the data that resulted from its recent national convention; that the claimant was not required to conform to regular office hours and that by way of remuneration he received the sum of \$70.

In the light of this information, the case was again submitted to a court of referees, which, at a session held in Toronto, on February 8, 1954, and attended by the claimant's wife and representatives of the union, unanimously upheld the previous court's decision.

From that decision of the court of referees, the said union, on March 19, 1954, appealed to the Umpire. In addition, it requested an oral hearing before the Umpire, which was held in Ottawa, on May 20, 1954, and attended by officials of the union, by A. Andras, Assistant Research Director of the Canadian Congress of Labour, and by N. M. Retallack of the Head Office of the Unemployment Insurance Commission.

Written representations and observations were submitted to the Umpire and, following a request made at the hearing, the claimant was examined on June 30, 1954, in the Medical Out-Patient Department of the Sunnybrook Hospital (DVA), Toronto. The medical report reads as follows:

Mr. Slack was examined in the Medical Out-Patient Department of Sunnybrook Hospital on Wednesday, June 30, 1954. He was found to be suffering from a neurological disorder which is probably Huntington's Chorea.

This disease has been progressive over the past 15 years and at the present time he is unemployable. I am unable to make any statement as to his employability one year ago. Because of the nature of this disease he will not be employable in the future.

Conclusions—The question which I am asked to decide is whether the claimant has proved that he was capable of work within the meaning of Section 29(1)(b) of the Act on July 31, 1953.

The general principle to be followed in examining questions of this kind was enunciated by my predecessor in decision CU-B 267 and reads as follows:

When the nature of the claimant's physical incapacity is such that there is no reasonable probability for him to obtain or perform any work, he must be considered as being not capable of nor available for work within the meaning of Section (now 29) (1) (b) of the Act.

It is obvious that I had this principle in mind when I stated, in CU-B 626, that the capability of a permanently disabled claimant "should be considered by the adjudicating authorities in relation to the degree of probability for him to perform or obtain some kind of work".

In the present case, the claimant, in spite of his physical disability, which is certified to have been "progressive over the past 15 years", could follow insurable employment until he was retired on a pension on reaching the age of 65 years. Thus, he apparently lost his employment for a reason other than his disability, and the fact that he remained outside of the labour market for a period of six months cannot very well be held against him, as nothing indicates that he did so because of his disability and there is no evidence that his capability for work had materially altered for the worse between the date of his separation and the date of his claim.

The medical certificate which was submitted by the claimant and shows that he was capable of light work on August 18, 1953, cannot fairly be said to suggest that he was incapable of work before that date, as it does not explicitly refer to the past and there is no indication that the physician had examined him previously. In any event, a medical certificate, although very useful in reaching a conclusion on the merit of a case, can never be used as an easy substitute for adjudication. It is not within the jurisdiction of a physician to decide whether an insured person is capable or not under the Act; the facts and opinions which he supplies usually cover but one aspect of a complex problem and, like any fact or opinion, must be examined by the adjudicating authorities in relation to the other facts and in the light of the recognized principles.

In my opinion, therefore, the claimant has proved that on July 31, 1953, it was reasonably probable that he could perform

some work. Has he, or is it, shown, however, that he could perform work of such kind as is ordinarily done under contracts of service, that he could do it under the conditions that ordinarily accompany such work and, finally, that there was a reasonable probability of his obtaining it?

In examining this part of the question, one must not lose sight of the Commission's employment policy under which, without restricting the generality of the service to be provided to employees of whatever occupation and without prejudice to the employment rights of other persons, particular and specialized attention is given to the placement of employable applicants who suffer from physical handicaps.

The best evidence that the claimant could, on July 31, 1953, perform work of some kind as is ordinarily done under contracts of service is that, from October 26 to December 4, 1953, he could assist a clerical staff in sorting, handling, distributing and delivering papers, all operations which are ordinarily done for hire by clerks. Real difficulties arise, however, when it comes to determining whether such operations could be performed by him under the conditions that ordinarily accompany this kind of work.

In decision CU-B 408, my predecessor held that a claimant who had been working under a physical handicap for several years was capable, on the strength of a report that there was work "commensurate with the claimant's ability". If I take this to mean, as seems reasonable, that the emphasis was placed on the probability or expectancy of being hired by the employers of a given area, it is also reasonable to infer, namely, from the quoted remark, that the physically or mentally disabled need not be in a position to compete with the able as to the conditions that ordinarily accompany the performance of a certain work. It would, therefore, in my opinion, be sufficient that a claimant's powers of labour be a merchantable article in any of the well-known lines of the labour market. As the claimant in this case received about \$12 a week for his services as a part-time clerk, I consider that his powers of labour as a clerk had a merchantable value and that he can, therefore, be deemed to have been able to perform clerical work under ordinary conditions.

To refute this, it was submitted that the evidence all points to the claimant being one of those whose powers of work were so reduced that "no one could be expected to hire him except for motives of charity", and that "the employment of this claimant by his union for a period of six weeks at

a remuneration of less than \$12 per week was a sympathetic gesture on the part of the union". No attempt was made, however, to draw a line of demarcation between "charity" and "sympathy".

We are all—including the Commission in its policy—sympathetic to people in the claimant's predicament, and the fact that sympathy might have some bearing on an employer's willingness to hire handicapped people should not overinfluence our better judgment.

Charity is quite a different thing and is usually recognized as a helpful gesture towards the needy or the destitute, more than towards the handicapped as such. In CU-B 338, my predecessor disallowed an appeal in which motives of charity were involved, but it is significant to note that the claimant had been certified by his previous employer to have been kept on his payroll "only as an act of more or less charity". In the present case, there is no indication whatever that the claimant had to rely on charity; it rather seems that, as he had been retired on a pension after 25 years of service with the Toronto Hydro Electric Power Commission, he could live without asking for help.

The claimant, therefore, could perform some services that are ordinarily done for hire and could do so under the conditions that ordinarily accompany the performance of such services; but was there a reason-

able probability of his obtaining work commensurate with his ability in a city of the size of Toronto?

In addition to the fact that he worked in his registered occupation and thus showed that he could obtain work as a clerk—which was more than a reasonable probability—he was receiving help and advice from the Special Placements Officer of the local office, and the new classification which was assigned to him seems to indicate that, even if he was "extremely difficult to place", there was also a reasonable probability of his obtaining work as a weighmaster in a coal yard in Toronto.

It has been brought up against the claimant that, on September 23 and November 2, 1953, he ignored written directions given to him by an officer of the Commission with a view to assisting him to find suitable employment. The claimant was working on November 2 and, therefore, has shown good cause for his failure to report on that date. With respect to his failure of September 23, it does not appear that any action was then taken against him under Section 42(1)(c) of the Act, and it would not be fair now to attach more importance to it than it seemed to have at the time. In any event, a handicapped person is not expected to make the same general search for work as an unhandicapped individual.

The appeal is allowed.

Monthly Report on Operation of the Unemployment Insurance Act

Claims for unemployment insurance benefit in August higher by 6,390 than July total, statistics* show. Bulk of increase was in Ontario

Initial and renewal claims for unemployment insurance benefit in August increased by 6,390 over the previous month's total.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that a total of 112,659 claims were filed in local offices across Canada during August, compared with 106,269 in July and 74,052 in August 1953. While the bulk of the increase occurred in Ontario, the volume of claims received was heavier in all provinces except Newfoundland, Prince Edward Island and Quebec, which showed a slight decline.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Ordinary claimants on the live unemployment insurance register on August 31 totalled 191,258 (141,489 males and 49,769 females), compared with 188,913 (137,503 males and 51,410 females) on July 30 and 111,287 (78,491 males and 32,796 females) on August 31, 1953. On August 31 there were, in addition, 31,586 unemployment

*See Tables E-1 to E-6 at back of book.

registers in the live file, of which 25,243 were on behalf of short-time claimants and 6,343 temporary lay-off.

Adjudicating officers disposed of a total of 113,805 initial and renewal claims during August and in 80 per cent of these cases the claimant was "entitled to benefit". Of the 28,492 adjudications resulting in non-entitlement (this includes 6,093 disqualifications arising out of revised claims), 8,513 did not establish a benefit year. Chief reasons for disqualification were: "not unemployed" 7,057 cases; "voluntarily left employment without just cause" 5,072 cases; and "not capable of and not available for work" 2,188 cases.

New beneficiaries totalled 77,150 during August, in comparison with 71,203 during July and 49,268 during August 1953.

A total of \$12,066,717 was paid in compensation for 3,921,598 days (including 75,467 disability days) during August, as against \$12,760,098 and 4,157,128 days (including 76,310 disability days) during July and \$6,408,827 and 2,138,224 days (including 6,452 disability days) in August 1953.

During the week August 28-September 3, an estimated 153,241 beneficiaries were paid \$2,713,561 in respect of \$76,441 compensable days, compared with an estimated 163,425 beneficiaries who received \$2,798,848 in compensation for 910,564 days during the week July 24-30. For the corresponding week last year, 87,367 beneficiaries received \$1,483,305 in compensation for 496,690 days.

The average daily rate of benefit was \$3.10 for the week August 28-September 3, \$3.07 for the week July 24-30 and \$2.99 for the week August 29-September 4, 1953.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for August show that insurance books or contribution cards have been issued to 4,175,722 employees who have made contributions to the Unemployment Insurance fund since April 1, 1954.

At August 31, employers registered numbered 262,627, an increase of 2,547 during the month.

U.S. Fringe Benefits in 1953 Averaged \$720 per Worker

Labour costs other than wages in the United States averaged \$720 per employee in 1953, a rise of \$76 in two years, the U.S. Chamber of Commerce reported recently.

The Chamber canvassed 940 companies on the cost of fringe benefits such as employer payments for social security, pensions and vacations.

Payments for pensions were reported by 81 per cent of the companies, with costs averaging 4.7 per cent of payroll, while

more than 97 per cent of the companies reported payments for employee insurance programs, with costs averaging 1.8 per cent.

Fringe payments varied widely, ranging from less than five per cent to more than 55 per cent of payroll, with the average payment 19.2 per cent.

Payments for fringe benefits made by 130 identical companies increased from 15.2 per cent of payroll in 1947 to 16.9 per cent in 1949, to 19.1 per cent in 1951 and to 20.2 per cent in 1953, the Chamber reported.

Newspaper Guild Reports on Survey of 204 U.S. Contracts

The minimum starting rate for reporters on 23 New York State newspapers under contract with the American Newspaper Guild (CIO) ranges from \$40 a week to \$71.50 a week, according to a compilation by the union.

The contracts also set minimums for experienced reporters. These usually apply in the sixth or seventh year of employment and run from a minimum of \$90.50.

In New York City, Guild contracts provide a 35-hour week on eight papers and a 40-hour week on two. Two papers in

Utica and one in Kingston are on a 37.5 hour week; the remaining ten papers in the State that negotiate agreements with the Guild have a 40-hour week for reporters.

Of 204 Guild contracts throughout the country in effect in June 1954, 76 provide for a work-week of less than 40 hours in one or more classifications or departments; 201 provide a 5-day week and 132 an 8-hour day. All 204 contracts provide time and a half cash for overtime.

The maximum vacation is three weeks in 191 cases and four weeks in 48 cases.

Labour Conditions in Federal Government Contracts

Wage Schedules Prepared and Contracts Awarded during September

Works of Construction, Remodelling, Repair or Demolition

During September the Department of Labour prepared 174 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 168 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in September for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
C.M.H.C.	1	\$ 35,175.00
Defence Production	113	306,970.00
Post Office.....	7	40,823.95
R.C.M.P.	2	54,240.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

Wage Claims Received and Payments Made during September

During September the sum of \$2,634.03 was collected from four employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 55 employees concerned.

Contracts Containing Fair Wage Schedules Awarded during September

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Isgonish N S: Welton Construction Ltd, construction of dyke. *Boissevain Man:* A Brian Campbell, construction of earth fills.

Central Mortgage and Housing Corporation

Montreal Que: D'Errico Bros Asphalt Paving Reg'd, paving drives & walks. *St Hubert Que:* National Landscaping Service, landscaping. *St Johns Que:* E Mecks, *completion of landscaping; D'Errico Bros Asphalt Paving Reg'd, *completion of paving. *Ajax Ont:* Marino Construction Co Ltd, construction of storm sewer & roads; Swansea Construction Co Ltd, construction of asphalt parking lots & concrete sidewalks; Dickson-Larkey Welding & Steel Construction Ltd, extension of steam line, Harwood Avenue. *Camp Borden Ont:* Wagner Tree Farms, *clearing & removing of stumps. *Fort Erie Ont:* Shalamar Gardens Ltd, landscaping. *Goderich Ont:* Charles D Hay, landscaping. *North Bay Ont:* Hume Paint & Wallpaper Co, *exterior painting; Evans Contracting Co Ltd, landscaping park areas & site improvements. *Owen Sound Ont:* E P A Construction Co Ltd, construction of houses & services. *Petawawa Ont:* Dibblee Construction Co Ltd, paving of roads. *Picton Ont:* Tatham Co Ltd, extension to school. *Port Arthur Ont:* William Lamke, landscaping. *Sault Ste Marie Ont:* Shalamar Gardens Ltd, landscaping. *Timmins Ont:* A J Leonard, *exterior painting. *Trenton Ont:* Tatham Co Ltd, construction of

houses. *Winnipeg Man:* Bird Construction Co Ltd, construction of houses. *Moose Jaw Sask:* North West Electric Co Ltd, installation of electrical distribution, street lighting & fire alarm systems. *Prince Albert Sask:* Norman H Woods & Associates Ltd, landscaping. *Regina Sask:* Norman Clark, planting tree & shrub screen. *Saskatoon Sask:* Terminal Construction Co Ltd, construction of access roads & walks. *Claresholm Alta:* General Construction Co (Alta) Ltd, construction of sewer & water utilities, roads & parking areas; Western Excavating Co, landscaping; Bird Construction Co Ltd, construction of houses. *Penhold Alta:* Terminal Construction Co Ltd, landscaping. *Suffield Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of school extension, houses & services. *Wainwright Alta:* Brabant Construction & Supply Co Ltd, installation of sewer & water systems & construction of roads, parking areas & ditches; New West Construction Co Ltd, construction of houses; Hallas Electric Co, installation of electrical distribution system. *Trail B C:* Wing Ding Roofing Co Ltd, installation of aluminum roof flashing. *Vancouver B C:* C A Vandergugten, landscaping.

Defence Construction (1951) Limited

Dartmouth N S: Brookfield Construction Co Ltd, construction of inflammable stores bldg, HMCS "Shearwater". *Halifax N S:* McDonald Construction Co Ltd, construction of combined ME garage & CE workshop. *Gagetown N B:* Newton Construction Co Ltd, construction of bldgs. *Valcartier Que:* Bedard-Girard Ltd, construction of underground electrical & steam distribution systems. *Val d'Or Que:* Veillet & Gosselin Ltd, addition to power distribution, street lighting & fire alarm systems. *Ville la Salle Que:* Sir Robert McAlpine & Sons (Canada) Ltd, construction of bldgs, tunnel,

pump house & outside services. *Barriefield Ont:* G M Gest Ltd, installation of fire alarm system. *Downsview Ont:* Horvath Engineering Co, construction of extension to east boiler house (bldg No 56); Swansea Construction Co Ltd, construction of roads, walks & parking areas. *London Ont:* Ellis-Don Ltd, construction of mess, vehicle garage, guard house & chapel, Wolseley Barracks. *Ottawa Ont:* Shore & Horwitz Construction Co Ltd, alterations & additions to existing blue print room, painting of corridors, DCED bldg, Victoria Island. *Rockcliffe Ont:* O'Leary's Ltd, construction

of roads, car parking areas, concrete curbs & sidewalks, AMC bldg. *Toronto Ont*: Robinson Oil Burners Ltd, installation & connecting up of boiler, Avenue Road. *Uplands Ont*: Walsh Canadian Construction Co Ltd, construction of storm & sanitary sewers, watermain, sewage pumping station & transformer vault. *Portage la Prairie Man*: Tallman Construction Co Ltd, construction of roads, walks & parking areas. *Winnipeg Man*: Tallman Construction Co Ltd, construction of roadwork, Stage II, sewer & water systems, Fort Osborne Barracks; Claydon Co Ltd, construction of drill & recreation hall; Claydon Co Ltd, extension to underground steam distribution system to drill hall & trainees' quarters. *Cold Lake Alta*: Terminal Construction Co

Ltd, grading & seeding. *Edmonton Alta*: Mannix Ltd, construction of roads & grading; Poole Construction Co Ltd, construction of RCCS Stores Bldg, Griesbach Barracks; Cotter Bros Ltd, construction of underground steam distribution system, Homestation Development, Griesbach Barracks. *Namoo Alta*: Bird Construction Co Ltd, construction of engineering bldg; Proctor Construction Co Ltd, construction of extensions to water & sewer services; Bennett & White (Alberta) Ltd, construction of various bldgs. *Comox B C*: A & B Construction Co Ltd, construction of beacon bldg. *Kamloops B C*: Dawson, Wade & Co Ltd, paving of roads. *Mile Post 495.8 N.W.I.S.*: Burns & Dutton Concrete & Construction Co Ltd, re-decking Lower Laird Bridge.

Building & Maintenance

Halifax N S: Allied Building Services Ltd, repointing & exterior repairs, Cogswell Street Barracks. *Scoudouc N B*: W E Emerson & Sons Ltd, alterations to overhead & underground steam distribution system. *Chicoutimi Que*: Bedard-Girard Ltd, rewiring & relighting, Armoury. *St Johns Que*: Weatherproofing Ltd, alterations to underground steam distribution system. *Angus Ont*: Towland Construction Co Ltd, sand seal & patching of roads. *Hamilton Ont*: Ontario Electrical Construction Co Ltd, installation of electrical power distribution system, HMCS "Star".

Lindsay Ont: Ontario Building Cleaning Co Ltd, repointing, cleaning & waterproofing brickwork & masonry, Armoury. *North Bay Ont*: Keller Nurseries Ltd, sodding, lawns & field seeding. *Petawawa Ont*: John D St Clair Ltd, interior & exterior painting. *Rockcliffe Ont*: O'Leary's Ltd, repairs to station roads. *Saskatoon Sask*: Terminal Construction Co Ltd, grading & seeding. *Claresholm Alta*: General Construction Co (Alta) Ltd, reconstruction of parking apron & taxiway & addition to drainage system. *Penhold Alta*: Terminal Construction Co Ltd, grading & seeding.

National Harbours Board

Montreal Harbour Que: Charles Durand Ltd, repairs to concrete roadway slab between piers 9 & 10, Jacques Cartier Bridge; Benjamin G Church Ltd, construction of offices & washrooms in grain

elevators. *Quebec Harbour Que*: Royalmount Construction Ltd, completing strengthening of wharf No 20. *Vancouver Harbour B C*: L Jacobson Roofing Co, renewal of roofing, shed 2, Lapointe Pier.

Department of Public Works

Bonavista Nfld: Concrete Products (Nfld) Ltd, *dredging. *Botwood Nfld*: John Jacobs, alterations & additions to Post Office. *Branch Nfld*: Diamond Construction Co Ltd, *dredging. *Hermitage Nfld*: Diamond Construction Co Ltd, *dredging. *St Anthony Nfld*: T C Gorman (Nova Scotia) Ltd, construction of wharf. *St John's Nfld*: Horwood Lumber Co Ltd, alterations & additions, bldg No 2, Naval Dockyard. *Annandale PEI*: Noye & Raynor wharf repairs. *Charlottetown PEI*: Anglin-Norcross Maritime Ltd, construction of public bldg. *Darnley Bridge PEI*: Baglione & Noye, construction of wharf. *Cribbin's Point N S*: M C Campbell, wharf repairs & improvements to approach road. *Digby N S*: Standard Dredging Co Ltd, *dredging. *Halifax N S*: Foundation Maritime Ltd, wharf improvements, HMC Dockyard; H L

Lynch Ltd, pointing & repairs to all brick & stonework of entire bldg, including chimneys, steps, etc, Old Post Office Bldg. *Inverness N S*: Joseph S Surette, installation of new electrical system, carpentry & joinery, exterior & interior painting, etc, improvements to grounds, public bldg. *Little Tancook N S*: T C Gorman (Nova Scotia) Ltd, breakwater extension. *Lockeport N S*: Mosher & Rawding Ltd, wharf repairs. *Malagash N S*: R A Douglas Ltd, improvements (wharf extension). *New Waterford N S*: Campbell & McIsaac, breakwater repairs. *Owl's Head N S*: Seaboard Construction Ltd, wharf repairs. *Pictou N S*: Joseph Almon, quay wall repairs. *Pleasant Bay N S*: Seaboard Construction Ltd, wharf extension. *Portuguese Cove N S*: Seaboard Construction Ltd, breakwater repairs. *Sonora N S*: Chisholm

Construction Co Ltd, *dredging. *South Bar (Sydney Hbr) N S*: Martells Construction Ltd, breakwater repairs & extension. *Sydney N S*: J P Porter & Co Ltd, *dredging. *Three Fathom Harbour N S*: Naugle's Sand & Gravel Co, repairs to breakwater. *Windsor N S*: Edwin J Stevens, improvements to public bldg. *Campbellton N B*: George Eddy Co Ltd, construction of RCMP Detachment bldg (Kentville type). *Grand Anse N B*: Michaud Dredging Co, *dredging. *Woodward's Cove, Grand Manan Island, N B*: Colin R MacDonald Ltd, breakwater extension & repairs. *Agumish Que*: Gulf Maritime Construction Ltd, construction of landing pier. *Angliers (Quinze Dam) Que*: Intrusion-Prepakt Ltd, repairs & construction of apron. *Barachois de Malbaie Que*: Beaudin Couture, landing extension. *Bona-venture Que*: Fortunat Bernard, wharf repairs. *Cap Chat Que*: Edgar Jourdain, wharf repairs. *Cap des Rosiers (Riviere Whalen) Que*: Beaudin & Couture, concrete floor reconstruction. *Cross Point Que*: Atlantic Dry Kiln Ltd, wharf enlargement. *L'Anse a Brillant Que*: Beaudin & Couture, jetty repairs. *Laizon Que*: George T Davie & Sons Ltd, *construction & delivery of steel dump scows. *Lotbiniere Que*: Beaudet & Fils Enr, installation of automatic sprinkler system, Administration Bldg. *Montreal Que*: Moulton Co Ltd, supply & installation of automatic sprinkler systems, Queen Mary Hospital Annex Bldgs Nos 10, 11, 12 & 13; C J Dryden Co Ltd, supply & installation of underground mains to service automatic sprinkler system, Queen Mary Hospital Annex Bldgs Nos 10, 11, 12 & 13. *Pointe au Pere (Father Point) Que*: Gulf Maritime Construction Ltd, wharf extension. *Riviere au Renard Que*: Emile Cloutier, fishermen's wharf reconstruction. *Between St Aime & Massueville Que*: Theode Robidoux, *dredging in Yamaska River. *Ste Anne de Sorel Que*: Lucien Lachapell, reconstruction of three icebreakers; Sorel Mill & Builders Supply Ltd, repairs to protection work. *St Godefroi Que*: P Arthur Nadeau, wharf repairs. *St Irene Que*: Mannix Ltd, construction of headblock. *St Juste du Lac Que*: Charles Verreault, wharf extension. *Sandy Beach Que*: Beaudin & Couture, construction of wharf. *Dyer's Bay Ont*: John

Gaffney Construction Co Ltd, wharf repairs. *Moose Factory Ont*: R A Blyth, construction of river bank protection, Indian Hospital; McNamara Construction Co Ltd, construction of intake for water supply system for Indian Health Services Indian Hospital. *Nanticoke Creek Ont*: Russell Construction Ltd, *dredging. *Orillia Ont*: Paul Lafleur, construction of public bldg. *Ottawa Ont*: H Pion & Sons, installation of ventilating equipment, RCMP Headquarters Bldg; Turnbull Elevator Co Ltd, installation of mercury arc rectifier for three elevators, Langevin Bldg; Alf Grodte Ltd, painting on various floors & in tower, Parliament Bldgs, Centre Block. *Pointe Traverse Ont*: McIntosh Bros, *dredging. *Port Arthur Ont*: Consolidated Dredging Ltd, *dredging. *Port Credit Ont*: McNamara Construction Co Ltd, *redredging the entrance channel. *Rosport Ont*: J D MacMillan, wharf extension. *Sarnia Ont*: R W McKay Construction, harbour improvements (warehouse platform). *Toronto Ont*: John D St Clair Ltd, interior painting, 122 Front Street West. *Winnipeg Man*: Nelson River Construction Ltd, wharf extension & repairs. *Regina Sask*: Wappel Concrete & Construction Co (Alta), construction of office & laboratory bldg, Dominion Experimental Sub-Station. *Ma-Me-O Beach (Pigeon Lake) Alta*: G C McLeod & Co Ltd, wharf improvements. *Bamfield B C*: Ove Pedersen, general repairs, part interior painting, concrete work, etc, public bldg. *Esquimalt B C*: North Western Dredging Co Ltd, *dredging. *Fraser River B C*: British Columbia Bridge & Dredging Co Ltd, *dredging. *Manson's Landing B C*: Horie-Latimer Construction Co Ltd, wharf renewal & seaplane landing. *Nelson B C*: Laurence Simpson, erection of public bldg. *New Westminster B C*: Fraser River Pile Driving Co Ltd, *repairs to main protection pier at Railway Bridge. *Port Neville B C*: F Gagne, approach & float renewal. *Vancouver B C*: B C Marine Engineers & Shipbuilders Ltd, *docking & repairing Snagboat "Samson V"; George D McLean & Associates Ltd, interior alterations & painting, RCMP Fairmont Barracks. *Victoria B C*: Ove Pedersen, general repairs & painting, Belmont Bldg.

Department of Transport

Battle Harbour Labrador: Tower Co Ltd, prefabrication & erection of dwellings. *Gander Nfld*: T D K Rooney (Nfld) Ltd, installation of antenna masts, deadmen & stub masts. *Green Island, Fortune Bay, Nfld*: George T Dixon Ltd, construction

of dwelling & tower. *Cap des Rosiers Que*: J A P Norman Inc, construction of dwelling. *Timmins Ont*: George E Knowles Ltd, construction of radio range bldg. *Mac-*

(Continued on page 1612)

Wages, Hours and Working Conditions

Office Employees' Working Conditions in Canadian Manufacturing, 1950-54

While plant workers continue to draw closer to more advanced standards of working conditions enjoyed by office workers, the latter continue to make significant progress towards shorter hours, longer vacations

The trend apparent for the past few years for plant workers to draw closer to the more advanced standards of working conditions enjoyed by office workers has continued. This is borne out by a comparison of the accompanying table, which summarizes on a national basis some of the information on office employees' working conditions in Canadian manufacturing obtained from the last four annual surveys of working conditions by the Economics and Research Branch, with that dealing with plant workers that appeared in the October issue (p. 1476).

Office workers have, however, continued to make significant progress. The April 1954 survey is the first in which more than half of the office workers covered (56 per cent) were on a standard work week of 37½ hours or less. Almost 12 per cent of them have a work schedule of 35 hours or less.

There has also been a further increase in the number of office workers who are on a five-day week schedule. By April 1954, more than 88 per cent of the office employees in the Canadian manufacturing firms covered by the survey were on a five-day week, compared with 84 per cent a year earlier and with 70 per cent in October 1950.

The latest survey shows no very significant changes since April 1953 in the number of paid statutory holidays granted office workers; 81 per cent of the employees covered now receive eight or more paid statutory holidays per year. The October 1950 survey showed slightly less than 73 per cent of the workers covered receiving as many as eight paid holidays.

Almost all office workers—more than 96 per cent in April 1954—are given paid vacations of at least two weeks. In the four surveys dealt with in the accompanying table, changes in the percentages of employees granted two-week vacations have been insignificant but there has been a noticeable increase in the number of three-week vacations given. In October 1950, just over 48 per cent of office workers were allowed vacations of three weeks after varying periods of service; by April 1954, this percentage had increased to almost 64 per cent.

There has also been an appreciable reduction in the service requirements for a three-week vacation. As of April 1954, more than three-quarters of the office workers who could qualify for three-week vacations could do so in 15 years or less; in October 1950, only 41 per cent of those

Coverage of Annual Survey of Working Conditions

The Department's annual survey of working conditions, formerly conducted in October and now in April, covers approximately 6,500 establishments in manufacturing, most of which have 15 or more employees. The following numbers of office employees have been included in the establishments reporting during recent years:

October 1950	138,000
October 1951	160,000
April 1953	183,000
April 1954	196,000

The establishments included in this survey employ approximately two-thirds of the total workers in manufacturing, distributed over the various branches of the industry.

In previous years an analysis of the survey results on a provincial basis has been published in the *LABOUR GAZETTE*. In the present article, reporting the results of the 1954 survey, only the Canada totals are shown but tables giving provincial breakdowns may be obtained on request to the Economics and Research Branch, Department of Labour.

SUMMARY OF WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING

	Percentage of Office Employees			
	April 1, 1954	April 1, 1953	Oct 1, 1951	Oct 1, 1950
Standard Weekly Hours				
35 and under.....	11.9	9.9	10.3	9.5
Over 35 and under 37½.....	9.1	9.5	10.6	10.8
37½.....	34.9	30.1	28.5	26.5
Over 37½ and under 40.....	15.0	19.1	17.3	15.0
40.....	21.0	21.2	20.5	21.7
Over 40.....	8.1	10.2	12.8	16.5
Employees on a 5-day week ⁽¹⁾	88.5	84.1	75.9	69.7
Paid Statutory Holidays				
Employees in establishments providing paid statutory holidays....	98.9	99.5	99.1	98.4
Employees in establishments where the following number of statutory holidays are paid for:				
1 to 6.....	6.5	6.9	9.9	10.6
7.....	11.4	12.2	13.2	15.2
8.....	61.0	57.4	57.2	53.7
9.....	13.6	18.1	11.3	12.0
More than 9.....	6.4	6.9	7.5	6.9
Vacations with Pay				
Employees in establishments reporting one week or more with pay..	99.8	99.7	99.7	99.2
One Week with Pay.....				
After: Less than 1 year.....	55.8	47.9	44.4	48.4
1 year.....	9.2	8.2	8.4	10.8
Service not specified.....	1.8	6.8	8.5	1.7
Employees in establishments providing two weeks with pay.....	96.0	97.7	96.9	94.6
After: 1 year or less.....	87.0	88.5	88.2	86.0
2 years.....	5.0	4.6	4.2	4.9
3 years.....	.8	.7	.8	.6
5 years.....	1.6	1.9	1.7	2.1
Other.....	1.6	2.0	2.0	1.3
Employees in establishments providing three weeks with pay.....	63.8	60.6	54.6	48.3
After: 10 years or less.....	5.4	4.0	4.1	3.2
15 years.....	43.4	32.1	23.1	16.7
20 years.....	7.2	14.5	14.7	11.8
Other.....	7.8	10.0	12.7	16.6
Employees in establishments providing four weeks with pay.....	5.5	4.4	2.5	2.1
After: 25 years.....	4.2	3.2	2.1	1.9
Other.....	1.3	1.2	.4	.2
Employees in establishments providing other vacation periods.....	—	.1	.1	.1
Bonus Plans				
Employees in establishments where year-end or Christmas Bonus is paid.....	32.4	—	—	—

⁽¹⁾ Includes a small number of employees of establishments reporting alternating weeks of 5 and 5½ days

who could qualify for the three-week vacation could become eligible for a vacation of this length with 15 years' or less service.

While vacations of four weeks are still comparatively rare, about one in twenty office workers may now become eligible for a vacation of that length; in October 1950 only one in fifty was in an establishment which provided such a vacation after

lengthy periods of service. Then, as now, the period of service required to qualify for a four-week vacation was 25 years in the vast majority of cases.

The latest survey of working conditions showed that almost a third of the office employees are in establishments reporting the payment of year-end or Christmas bonuses.

Labour Conditions in Government Contracts

(Continued from page 1610)

Donald Man: Tallman Construction Co Ltd, additional airport development. *Regina Sask:* North West Electric Co Ltd, construction of airport lighting facilities. *Cold Lake Alta:* Wirtanen Electric Co Ltd, con-

struction of approach lighting. *Fort McMurray Alta:* Yukon Construction Co Ltd, construction of dwellings. *Comox B C:* Marwell Construction Co Ltd, additional airport development.

Prices and the Cost of Living*

Consumer Price Index, October 1, 1954

The consumer price index remained unchanged at 116.8 between September 1 and October 1. Among group indexes, food remained the same, while a decrease in clothing was counterbalanced by slight increases in shelter, household operation and other commodities and services.

Food stood at 113.8 at both September 1 and October 1 as lower quotations were reported for meats, apples, root vegetables and coffee while eggs, butter, bananas, oranges, fresh and canned tomatoes, lettuce and canned salmon were higher.

Further slight advances in both the rent and homeownership components raised the shelter index 0.2 per cent from 127.2 to 127.4.

Substantial decreases in fur coats, combined with smaller declines in women's and girl's cloth coats, women's suits and hosiery, wool dress material and a number of items of men's clothing, resulted in a decline of 1 per cent in the clothing index from 109.5 to 108.4.

The household operation index moved from 117.2 to 117.3 as increases for electric stoves, dishes, coal, telephone rates, ice and laundry soap more than offset decreases for mattresses, cotton sheets, irons, washing machines and toilet paper.

Other commodities and services moved up 0.3 per cent from 117.6 to 117.9. The predominant changes in this group were advances in health services, drugs and cosmetics, higher local transit fares in Vancouver, and lower prices for camera film and a few items of personal care.

The index one year earlier (October 1, 1953) was 116.7. Group indexes on that date were: food 115.5, shelter 124.5, clothing 110.3, household operation 117.5 and other commodities and services 116.0.

City Consumer Price Indexes, Sept. 1, 1954

Seven of the ten regional consumer price indexes declined between August 2 and September 1, two advanced and one remained unchanged.

Food indexes moved lower in seven cities and higher in three as decreases were reported for pork, lamb, fresh vegetables and coffee, while mixed changes occurred in beef, butter, eggs, fresh fruits and canned foods.

Rent increases were recorded in six centres but there was no change in the remaining four.

Generally lower quotations for men's hats, work clothes and underwear and women's street dresses and stockings resulted in declines in clothing indexes in eight cities, while the Montreal and Toronto series were unchanged.

Mixed price changes recorded throughout the household operation group were reflected in decreases in six cities. Increases were registered in two centres while the Halifax and Ottawa series showed no change.

Among other commodities and services, although scattered fluctuations were recorded in automobile operation, radios and toilet soap, indexes remained at the same level in seven cities. They were slightly lower in two cities and higher in one.

Regional consumer price index point changes between August 2 and September 1 were as follows: St. John's -1.0 to 103.4†; Winnipeg -0.7 to 115.7; Montreal -0.6 to 116.6; Halifax -0.5 to 114.8; Toronto -0.2 to 118.8; Saskatoon-Regina -0.2 to 115.1; Ottawa -0.1 to 116.9; Edmonton-Calgary +0.3 to 115.7; Saint John +0.1 to 117.7. Vancouver remained unchanged at 118.1.

Wholesale Prices, September 1954

Mainly reflecting a decline in vegetable products, Canada's general wholesale price index receded 0.2 per cent to 215.3 in September from 215.8 in August. Of the remaining groups, animal products and textiles decreased fractionally while four other groups increased and chemicals remained unchanged. Compared with September last year, the general index declined 3 per cent.

Vegetable products dropped 1.5 per cent to 194.2 from 197.1 in August, responding to price declines for coffee, cocoa, potatoes, onions, vegetable oils, livestock feeds, imported fresh fruits, canned fruits and dried fruits, which outweighed increases in grains, milled cereal foods and raw rubber.

In the animal products group, weakness in hogs, lambs, fresh meats, cured meats, hides, furs and leather overbalanced strength in fishery products, eggs, lard, tallow and butter, netting an index decline of 0.3 per cent to 228.9 from 229.7.

*See Tables F-1 to F-6 at back of book.

†On base 1951=100.

Textile products eased 0.3 per cent to 230.1 from 230.8, reflecting lower prices for worsted yarns, worsted and woollen cloth, raw wool, both domestic and imported cotton fabrics and cotton yarns. Raw cotton was the only sub-group to move higher.

Price increases in fir lumber, cedar lumber and cedar shingles contributed mainly to an increase of 0.5 per cent in the wood, wood products and paper group, which moved to 289.0 from 287.6.

An increase of 0.5 per cent in non-ferrous metals to 168.1 from 167.3 was due to higher prices for pig lead and electrolytic zinc. In the iron and steel group, higher prices for steel plates and steel sheets accounted for a gain of 0.3 per cent in the index, which moved to 212.2 from 211.5.

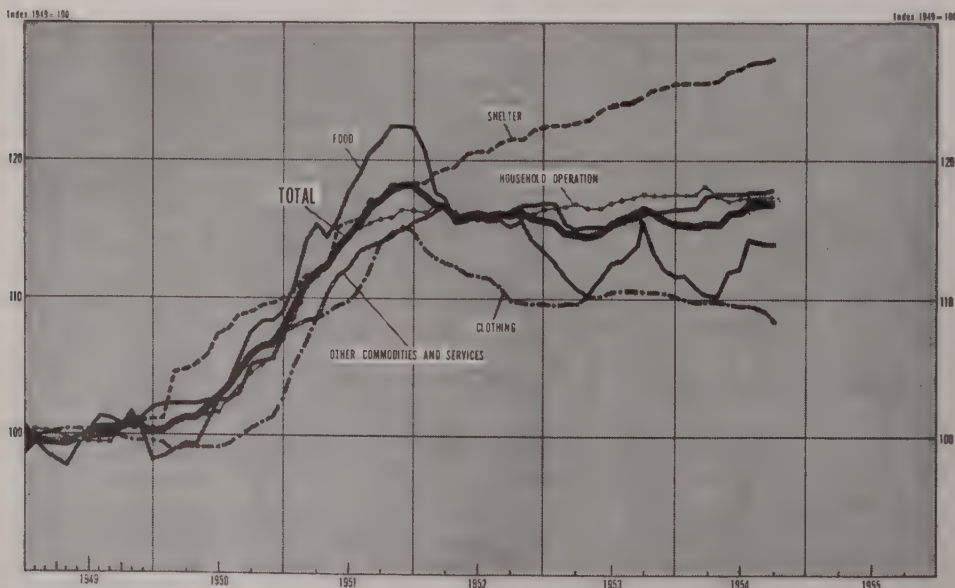
Lime, plaster and sulphur were responsible for an increase of 0.1 per cent to 175.9 from 175.8 in the non-metallic minerals group. The chemical products group remained unchanged at 176.7, as increases in tartaric acid, industrial gases

and lead compounds used in paint materials balanced decreases in zinc oxide and superphosphate.

Farm Product Prices—The index of Canadian farm product prices at terminal markets declined 1.8 per cent to 204.1 from 207.9 as both field and animal products declined. Field products moved down 3 per cent to 162.6 from 167.6 when lower potato prices in both the East and West proved more important than advances in all eastern grains and western flax and rye. Animal products receded 1.1 per cent to 245.5 from 248.2, influenced by lower prices for hogs, lambs, raw wool and eggs in Western Canada which outweighed advances in eastern eggs and cheese milk.

Building Material Prices—The price index of residential building materials moved up 0.2 per cent to 278.6 from 278.0. Responsible for the increase were plumbing fixtures, cedar shingles, metal weather stripping and fir timber. Non-residential building materials also advanced 0.2 per cent to 120.4 from 120.2 as increases occurred in plumbing fixtures, steel sheets, brick, plaster of Paris, turpentine and linseed oil.

CONSUMER PRICE INDEX FROM JANUARY 1949



Between mid-August and mid-September, the United States consumer price index dropped 1.3 per cent to 114.7 (1947-49=100), the lowest point it has reached since last April. It was the second successive drop.

The decline was attributed largely to food price cuts.

Strikes and Lockouts

Canada, September 1954*

Time lost in industrial disputes resulting in work stoppages increased sharply during September compared with the previous seven months. Two disputes, one involving 2,500 farm implement factory workers at Toronto and the other 4,000 plumbers and steamfitters at Montreal, accounted for 66 per cent of the total workers during the month and caused 72 per cent of the total idleness.

The question of increased wages and related causes was a factor in 12 of the 21 stoppages in existence during September. Of the other disputes, four arose over union questions; two over reduced wages; two over reduced hours; and one over the dismissal of workers.

Preliminary figures for September 1954 show a total of 21 strikes and lockouts in existence, involving 9,815 workers, with a time loss of 127,582 man-days, compared with 20 strikes and lockouts during August 1954, with 3,959 workers involved and a loss of 48,210 days. In September 1953 there were 41 strikes and lockouts, 17,012 workers involved and a loss of 126,306 days.

For the first nine months of 1954 preliminary figures show a total of 131 strikes and lockouts, involving 39,464 workers, with a time loss of 594,873 man-days. In the same period in 1953 there were 137 strikes

and lockouts, with 42,656 workers involved and a loss of 505,184 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in September 1954 was 0.15 per cent of the estimated working time; August 1954, 0.06 per cent; September 1953, 0.15 per cent; the first nine months of 1954, 0.08 per cent; and the first nine months of 1953, 0.07 per cent.

Of the 21 stoppages during September, one was settled in favour of the workers; three in favour of the employers; five were compromise settlements; and three were indefinite in result, work being resumed pending final settlement. At the end of the month nine stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B., on February 9, 1953; and women's clothing factory workers at Montreal, on February 23, 1954.)

Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in July 1954 was 80; and 11 were still in progress from the previous month, making a total of 91 during the month. In all stoppages of work in progress 15,700 workers were involved and a time loss of 78,000 days caused.

Of the 80 disputes leading to stoppages of work which began in July, 10, directly

involving 1,300 workers, arose over demands for advances in wages, and 32, directly involving 2,300 workers, over other wage questions; nine, directly involving 1,600 workers, over questions respecting the employment of particular classes or persons; 28, directly involving 4,400 workers, over other questions respecting working arrangements; and one, directly involving 100 workers, was in support of workers involved in another dispute.

United States

Preliminary figures for August 1954 show 350 work stoppages resulting from labour-management disputes beginning in the month, in which 140,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 3,600,000 man-days. Corresponding figures for July 1954 were 375 stoppages involving 230,000 workers and a loss of 3,750,000 days.

*See Tables G-1 and G-2 at back of book.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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Hervé Baribeau Heads Quebec Employers' Association

Hervé Baribeau, Lévis industrialist, was elected General President of the Professional Association of Industrialists at the 10th annual convention of that Quebec employers' organization held at La Malbaie in mid-September. He succeeds Paul H. Frigon of Drummondville.

At the opening of the convention Mr. Frigon expressed the opinion that "the only really effective remedy for the present slump in the textile trade is the best possible output on the part of labour and the keeping to a minimum of administrative costs, while seeing to it that Ottawa enforces the present law on textile tariffs to the letter, especially between the United States and Canada".

Listing some of the conditions that are indispensable for social peace, Mr. Baribeau mentioned the full observance of justice, which means respect for the rights of man and especially the right of ownership; the pursuit of the common good; respect for authority and for the hierarchy; respect for

the institutions freely set up by men; continual concern about improving the lot of the workers; healthy social legislation and a sincere desire for peace.

"The PAI," he said, "understands perfectly well that peace depends to a very great extent on the orientation of the labour movements and on the attitude adopted by employers and employers' organizations towards the unions."

In addition to Mr. Baribeau, the Executive includes: Eugène Gibeau, Honorary President; Jean Louis Héon of Montreal and Paul Beaubien of Chicoutimi, Vice-presidents; Lucien Corbeil of Marieville, Honorary Treasurer; Marcel Allard of Montreal, Honorary Secretary; Paul Normandeau of Drummondville, Director of the Study and Social Action Service; L. G. Lamontagne of Montreal, Director of External Relations; and Claude Lavery of Montreal, General Secretary and legal adviser.

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A—Labour Force

TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended August 21, 1954			Week Ended July 24, 1954		
	Total	Males	Females	Total	Males	Females
Total civilian non-institutional population.....	10,272	5,110	5,162	10,254	5,102	5,152
A. Civilian labour force.....	5,569	4,339	1,230	5,556	4,332	1,224
Persons at work.....	5,066	3,970	1,096	4,891	3,853	1,038
35 hours or more.....	4,748	3,795	953	4,584	3,695	889
Less than 35 hours.....	318	175	143	307	158	149
Usually work 35 hours or more.....	143	116	27	118	92	26
(a) laid off for part of the week.....	•	•	•	•	•	•
(b) on short time.....	35	26	•	34	24	10
(c) lost job during the week.....	•	•	•	•	•	•
(d) found job during the week.....	•	•	•	•	•	•
(e) bad weather.....	29	28	•	27	27	•
(f) illness.....	18	14	•	15	10	•
(g) industrial dispute.....	•	•	•	•	•	•
(h) vacation.....	33	26	•	17	12	•
(i) other.....	14	11	•	12	•	•
Usually work less than 35 hours.....	175	59	116	189	66	123
Persons with jobs not at work.....	329	223	106	493	336	157
Usually work 35 hours or more.....	320	220	100	476	328	148
(a) laid off for full week.....	14	10	•	•	•	•
(b) bad weather.....	•	•	•	•	•	•
(c) illness.....	42	35	•	41	34	•
(d) industrial dispute.....	•	•	•	•	•	•
(e) vacation.....	250	162	88	418	280	138
(f) other.....	•	•	•	•	•	•
Usually work less than 35 hours.....	•	•	•	17	•	•
Persons without jobs and seeking work (1).....	174	146	28	172	143	29
B. Persons not in the labour force.....	4,703	771	3,932	4,698	770	3,928
(a) permanently unable or too old to work....	167	110	57	180	116	64
(b) keeping house.....	3,506	•	3,503	3,514	•	3,513
(c) going to school.....	•	•	•	12	•	•
(d) retired or voluntarily idle.....	977	633	344	944	622	322
(e) other.....	49	24	25	48	25	23

(1) Included here are only those who did not work during the entire survey week and were reported looking for work. For all these who were reported as seeking work during the survey week, see Table A-2.

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0.6 per cent for Canada as a whole in all characteristics.

* Less than 10,000.

TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended August 21, 1954			Week Ended July 24, 1954		
	Total	Seeking Full-Time Work	Seeking Part-Time Work	Total	Seeking Full-Time Work	Seeking Part-Time Work
Total looking for work.....	191	178	13	188	173	15
Without jobs.....	174	163	11	172	161	11
Under 1 month.....	60	—	—	62	—	—
1—3 months.....	61	—	—	57	—	—
4—6 months.....	26	—	—	25	—	—
7—12 months.....	21	—	—	22	—	—
13—18 months.....	•	—	—	•	—	—
19—and over.....	•	—	—	•	—	—
Worked.....	17	15	•	16	12	•
1—14 hours.....	•	•	•	•	•	•
15—34 hours.....	13	11	•	11	•	•

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0.6 per cent for Canada as a whole in all characteristics.

* Less than 10,000.

TABLE A-3.—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 21, 1954

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>	(1)				(1)		
Both Sexes.....	5,569	103	418	1,583	2,036	979	450
Agricultural.....	1,014	•	59	239	314	370	31
Non-Agricultural.....	4,555	102	359	1,344	1,722	609	419
Males.....	4,339	88	332	1,234	1,540	799	346
Agricultural.....	951	•	54	229	285	356	26
Non-Agricultural.....	3,388	87	278	1,005	1,255	443	320
Females.....	1,230	15	86	349	496	180	104
Agricultural.....	63	•	10	29	14	•	•
Non-Agricultural.....	1,167	15	81	339	467	166	99
All Ages.....	5,569	103	418	1,583	2,036	979	450
14—19 years.....	659	12	54	223	215	114	41
20—24 years.....	729	17	53	237	248	126	48
25—44 years.....	2,509	48	181	712	920	440	208
45—64 years.....	1,451	23	111	365	561	257	134
65 years and over.....	221	•	19	46	92	42	19
<i>Persons with Jobs</i>							
All status groups.....	5,395	101	402	1,510	1,978	968	436
Males.....	4,193	86	318	1,174	1,490	791	334
Females.....	1,202	15	84	336	488	177	102
Agricultural.....	1,012	•	59	239	313	369	31
Non-Agricultural.....	4,383	100	343	1,271	1,665	599	405
Paid Workers.....	4,031	85	304	1,146	1,580	555	361
Males.....	2,954	71	232	841	1,138	400	272
Females.....	1,077	14	72	305	442	155	89
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	174	•	16	73	58	11	14
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,703	139	438	1,297	1,532	864	433
Males.....	771	36	86	182	225	147	95
Females.....	3,932	103	352	1,115	1,307	717	338

(1) Includes estimates for certain remote areas in Ontario, formerly excluded, amounting to 0.6 per cent for Canada as a whole and 1.8 per cent for Ontario in all characteristics.

• Less than 10,000.

TABLE A-4.—DESTINATION OF ALL IMMIGRANTS BY REGION

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1953—Total.....	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1953—January—August.....	2,949	22,272	58,065	20,182	9,159	112,627	47,319
1954—January—August.....	2,772	20,768	62,605	20,914	8,815	115,874	51,670

TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total	4,001	5,317				25,800				5,402	114,786
1952—Total	7,054	6,900				16,971				1,526	85,029
1953—Total	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1953—January—August	6,743	4,128	1,245	2,145	8,152	14,788	588	17,173	5,962	690	61,614
1954—January—August	7,124	4,973	1,519	2,037	8,597	9,473	607	20,873	10,222	468	65,893

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

B—Labour Income

TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average	32	168	21	86	78	14	399
1944—Average	33	171	17	95	83	13	412
1945—Average	35	156	19	100	90	13	413
1946—Average	41	147	25	114	103	14	444
1947—Average	42	177	34	134	114	17	518
1948—Average	49	203	41	154	131	19	597
*1949—Average	49	214	47	169	147	21	647
1950—Average	55	231	47	180	156	24	693
1951—Average	72	272	52	208	178	28	810
1952—Average	76	302	62	230	199	32	901
1953—Average	73	330	70	250	215	34	972
1952—February	82	287	47	216	193	30	855
March	75	293	48	217	193	31	857
April	64	293	53	222	194	31	857
May	70	295	59	227	198	31	880
June	72	295	61	231	202	31	892
July	72	297	70	234	198	32	903
August	78	308	75	234	198	32	925
September	80	315	74	236	203	33	941
October	83	317	78	238	205	34	955
November	84	321	75	242	206	33	961
December	78	325	62	244	205	34	948
1953—January	72	321	58	246*	203	34	934
February	70	326	55	234	205	33	923
March	62	328	57	234	210	33	924
April	60	328	63	251*	210	34	946
May	69	331	72	246	214	34	966
June	75	333	72	251	216	34	981
July	77	330	76	253	212	35	983
August	80	334	81	253	212	34	994
September	80	337	82	356	224	35	1,014
October	78	333	83	257	226	35	1,012
November	77	328	76	256	224	35	996
December	71	333	69	255	225	35	988
1954—January	65	322	56	245	223	34	945
February	66	325	54	247	225	33	950
March	62	323	54	245	226	33	943
April	59	322	59	251	229	34	954
May	69	320	67	253	232	34	975
June	74	325	70	259	237	35	1,000
July	80	323	77	262	233	35	1,010

* Includes Newfoundland, since 1949..

* Includes retroactive wage payment to railway employees.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES

(Average calendar year 1939 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employees having 15 or more employers. At August 1, employers in the principal non-agricultural industries reported a total employment of 2,325,943.

Year and Month		Canada	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average		95.7		93.3	92.1	104.3	97.8	94.7	93.6	97.2	88.1	97.1
1948—Average		99.7		102.6	99.6	105.2	101.2	98.9	97.2	99.5	93.7	101.3
1949—Average		100.0		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1950—Average		101.5		110.3	95.6	102.6	100.5	102.7	100.8	100.8	104.5	100.8
1951—Average		108.8	111.7	112.6	100.3	109.0	109.2	110.4	103.9	106.0	112.4	106.1
1952—Average		111.6	130.2	123.2	104.0	109.5	113.4	112.0	106.0	111.4	120.8	106.7
1953—Average		113.4	140.9	116.4	101.2	101.4	112.8	114.7	107.2	116.0	128.5	108.4
Aug. 1, 1952		114.1	149.5	132.4	107.7	104.0	118.9	113.2	109.6	118.9	128.4	102.6
Jan. 1, 1953		113.0	132.4	116.7	99.3	107.8	113.8	114.5	106.7	113.5	125.7	106.4
Feb. 1, 1953		110.3	125.3	110.8	101.0	100.6	110.6	113.1	104.0	106.2	121.6	101.0
Mar. 1, 1953		110.0	117.8	103.7	97.9	98.6	109.7	112.9	102.5	105.7	122.7	102.1
Apr. 1, 1953		110.0	122.4	104.0	96.9	96.6	108.3	113.2	102.9	105.7	121.6	104.6
May 1, 1953		110.9	133.6	108.3	97.4	94.8	109.1	113.4	104.8	109.2	123.6	106.5
June 1, 1953		112.4	144.1	118.8	100.7	99.6	111.8	113.7	106.7	115.1	127.7	108.1
July 1, 1953		114.9	154.7	119.6	103.9	100.4	113.7	115.7	109.3	119.7	131.3	111.6
Aug. 1, 1953		115.6	156.6	124.6	104.2	105.4	114.0	115.4	110.5	123.3	135.2	114.2
Sept. 1, 1953		116.6	156.0	124.7	104.0	107.1	115.6	116.5	111.1	123.3	135.6	114.7
Oct. 1, 1953		116.9	157.4	119.8	104.7	102.2	116.2	117.1	110.5	123.9	135.0	114.6
Nov. 1, 1953		115.9	149.8	125.2	103.9	101.9	116.3	116.3	108.7	124.1	132.4	110.2
Dec. 1, 1953		114.1	141.2	121.1	100.2	102.3	114.6	114.8	108.8	122.7	130.1	107.1
Jan. 1, 1954		109.9	125.4	105.8	97.5	99.7	108.7	112.3	104.7	115.9	124.7	103.2
Feb. 1, 1954		107.0	113.4	96.0	95.4	97.6	105.7	110.8	100.9	109.5	118.3	97.5
Mar. 1, 1954		106.6	112.3	102.4	95.2	96.8	105.2	110.2	99.6	108.7	119.4	98.5
Apr. 1, 1954		105.6	113.1	93.4	93.3	91.3	103.5	109.0	99.9	107.4	118.5	101.8
May 1, 1954		106.2	117.9	97.6	92.8	90.2	104.5	109.0	100.4	110.0	119.0	103.2
June 1, 1954		109.0	122.2	111.0	96.1	95.4	107.7	110.7	103.2	116.9	124.7	106.3
July 1, 1954		111.7	134.9	115.1	99.2	97.8	110.6	112.2	106.2	123.0	130.9	109.2
Aug. 1, 1954		112.1	138.1	119.4	99.9	100.3	110.8	111.2	108.5	127.3	136.8	111.4
Percentage Distribution of Employees of Reporting Establishments at August 1, 1954		100.0	1.7	0.2	3.4	2.3	28.3	41.7	5.2	2.6	5.4	9.2

NOTE: The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

TABLE C-2. EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month		Industrial Composite ¹				Manufacturing			
		Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
					\$				\$
1947—Average.....		95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....		99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....		100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....		101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....		108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....		111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....		113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
Aug. 1, 1952.....		114.1	142.7	125.4	53.89	110.3	139.9	126.7	55.70
Jan. 1, 1953.....		113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1, 1953.....		110.3	145.6	132.0	56.72	111.9	149.7	133.2	58.82
Mar. 1, 1953.....		110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1, 1953.....		110.0	146.7	133.4	57.33	112.9	152.6	135.2	59.43
May 1, 1953.....		110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1, 1953.....		112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1, 1953.....		114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1, 1953.....		115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1, 1953.....		116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1, 1953.....		116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1, 1953.....		115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1, 1953.....		114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
Jan. 1, 1954.....		109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1, 1954.....		107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1, 1954.....		106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1, 1954.....		105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1, 1954.....		106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1, 1954.....		109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1, 1954.....		111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1, 1954.....		112.1	155.0	137.6	59.12	107.9	150.7	138.9	61.06

¹Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-3. AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS
AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industries	Index Numbers (1949 = 100)						Average Weekly Wages and Salaries, in Dollars		
	EMPLOYMENT			PAYROLLS					
	Aug. 1, 1954	July 1, 1954	Aug. 1, 1953	Aug. 1, 1954	July 1, 1954	Aug. 1, 1953	Aug. 1, 1954	July 1, 1954	Aug. 1, 1953
(a) PROVINCES									
Newfoundland.....	138.1	134.9	156.6	201.9	196.9	244.6	54.86	54.79	58.62
Prince Edward Island.....	119.4	115.1	124.6	156.7	152.3	162.7	44.27	44.58	44.02
Nova Scotia.....	99.9	99.2	104.2	132.8	132.0	134.5	49.73	49.77	48.26
New Brunswick.....	100.3	97.8	105.4	131.8	129.5	135.6	49.71	50.08	48.65
Quebec.....	110.8	110.6	114.0	152.3	151.0	150.4	56.44	56.09	54.42
Ontario.....	111.2	112.2	115.4	154.6	155.5	155.5	61.51	61.34	59.66
Manitoba.....	108.5	106.2	110.5	145.6	141.4	143.4	57.06	56.63	55.30
Saskatchewan.....	127.3	123.0	123.3	175.0	166.7	165.1	56.92	56.10	55.49
Alberta.....	136.8	130.9	135.2	185.4	176.6	181.9	60.18	59.90	59.84
British Columbia.....	111.4	109.2	114.2	157.7	156.5	159.5	64.62	65.40	63.83
CANADA	112.1	111.7	115.6	155.0	153.9	155.3	59.12	58.98	57.52
(b) METROPOLITAN AREAS									
St. John's.....	118.8	115.8	123.2	161.1	155.3	161.3	43.75	43.25	42.14
Sydney.....	92.6	93.9	98.3	121.0	121.7	128.4	61.34	60.82	61.27
Halifax.....	112.7	111.9	113.6	150.6	148.7	147.0	47.52	47.27	46.05
Saint John.....	97.1	98.3	100.9	126.1	130.2	125.7	46.60	47.54	44.69
Quebec.....	114.2	113.8	113.7	155.4	152.1	151.2	48.36	47.49	47.19
Sherbrooke.....	99.6	99.3	104.1	132.0	126.7	134.5	47.80	46.04	46.65
Three Rivers.....	110.0	107.5	107.4	149.0	148.0	139.7	55.65	56.59	53.45
Drummondville.....	67.7	67.2	83.4	89.5	88.3	110.4	51.33	51.06	51.50
Montreal.....	110.5	111.5	113.3	151.6	152.2	150.9	57.30	57.00	55.21
Ottawa-Hull.....	112.4	112.1	109.7	157.5	155.5	145.6	55.22	54.65	52.17
Peterborough.....	96.2	97.3	98.0	132.3	134.7	130.2	61.61	62.01	59.57
Oshawa.....	133.3	139.2	160.8	168.7	171.5	207.0	61.45	63.86	65.58
Niagara Falls.....	145.0	145.3	167.5	213.6	217.4	244.5	67.18	68.26	66.56
St. Catharines.....	109.1	109.7	122.3	149.0	149.6	163.4	67.21	67.06	65.75
Toronto.....	119.1	120.9	118.6	169.5	171.0	161.7	63.00	62.61	60.37
Hamilton.....	103.2	104.2	111.7	140.8	142.8	147.0	63.29	63.55	61.24
Brantford.....	80.9	85.0	85.5	108.3	114.2	110.8	58.73	58.88	56.82
Galt.....	99.0	98.8	106.0	136.6	136.9	143.9	54.22	54.47	53.38
Kitchener.....	102.5	103.7	107.6	143.6	145.2	144.4	57.01	56.98	54.66
Sudbury.....	137.1	137.0	133.9	186.0	184.3	185.8	72.63	71.98	74.27
London.....	109.3	112.7	113.0	150.7	156.2	152.7	55.94	56.24	54.84
Sarnia.....	123.7	123.0	125.2	191.4	191.5	183.2	75.25	75.67	71.24
Windsor.....	89.4	97.1	113.6	120.0	130.6	151.0	67.64	67.78	67.42
Sault Ste. Marie.....	101.9	109.3	142.8	141.0	144.9	191.6	70.60	67.65	68.58
Ft. William-Pt. Arthur.....	112.5	108.6	126.6	153.5	147.6	168.6	61.21	60.97	60.06
Winnipeg.....	105.5	104.6	105.3	144.6	141.9	137.4	54.34	53.77	51.87
Regina.....	127.0	124.6	113.8	184.4	178.5	153.9	55.45	54.74	51.74
Saskatoon.....	129.6	126.6	124.4	182.8	177.1	168.2	52.66	52.21	50.45
Edmonton.....	150.1	148.1	152.8	213.1	211.0	224.3	57.81	58.00	59.85
Calgary.....	139.2	133.3	132.7	194.8	185.2	176.8	58.83	58.39	56.15
Vancouver.....	104.2	103.2	103.9	147.6	146.6	141.4	61.99	62.18	59.64
Victoria.....	112.8	111.0	109.1	158.2	156.5	151.5	58.35	58.64	57.85
(c) INDUSTRIES									
Forestry (chiefly logging).....	89.9	90.6	86.7	135.3	134.6	128.7	60.03	59.30	59.21
Mining.....	113.5	111.5	114.7	154.5	152.0	153.0	69.93	70.03	68.54
Manufacturing.....	107.9	108.8	114.4	150.7	151.7	153.9	61.06	60.90	58.93
Durable Goods.....	114.4	116.2	125.0	159.5	161.5	169.1	65.45	65.24	63.59
Non-Durable Goods.....	102.4	102.4	105.2	142.0	142.0	138.8	56.84	56.83	54.10
Construction.....	124.2	118.0	135.4	185.3	175.1	200.7	61.79	61.41	61.34
Transportation, storage, communi- cation.....	113.2	111.5	115.9	147.7	145.4	148.1	62.65	62.59	61.35
Public utility operation.....	121.4	119.4	117.8	170.5	169.0	160.2	66.85	67.35	65.01
Trade.....	114.0	114.7	111.8	157.8	157.8	148.3	51.29	51.00	49.05
Finance, insurance and real estate.....	127.8	127.3	120.6	164.3	163.9	148.7	54.31	54.35	52.07
Services.....	118.8	117.0	113.1	156.9	154.6	144.2	38.46	38.50	36.76
Industrial composite	112.1	111.7	115.6	155.0	153.9	155.3	59.12	58.98	57.52

¹ Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

² Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	\$	No.	cts.	\$	No.	cts.	\$
1945—Average.....	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.82	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
1953—Average.....	41.3	135.8	56.09	41.6	147.1	61.19	40.9	122.9	50.27
Aug. 1, 1952.....	41.1	128.9	52.98	41.1	139.4	57.29	41.1	117.5	48.29
*Jan. 1, 1953.....	38.3	134.0	51.32	38.5	144.5	55.63	38.2	121.8	46.53
Feb. 1, 1953.....	41.9	134.2	56.23	41.9	145.7	61.05	41.8	120.8	50.49
Mar. 1, 1953.....	42.1	134.4	56.58	42.4	146.3	62.03	41.7	120.7	50.33
Apr. 1, 1953.....	42.1	134.9	56.79	42.3	146.7	62.05	41.8	121.3	50.70
May 1, 1953.....	41.8	135.5	56.64	42.2	146.8	61.95	41.5	122.4	50.80
June 1, 1953.....	41.7	135.9	56.67	42.1	146.8	61.80	41.3	123.1	50.84
July 1, 1953.....	41.3	136.2	56.25	41.9	147.0	61.59	40.8	123.5	50.39
Aug. 1, 1953.....	41.0	136.0	55.78	41.4	147.1	60.90	40.6	123.4	50.10
Sept. 1, 1953.....	41.0	135.7	55.64	41.3	147.3	60.83	40.6	123.0	50.18
Oct. 1, 1953.....	41.5	136.6	56.69	41.9	148.5	62.22	41.1	123.7	50.84
Nov. 1, 1953.....	41.4	137.4	56.88	41.7	148.8	62.05	41.0	124.8	51.17
Dec. 1, 1953.....	41.2	138.4	57.02	41.7	149.5	62.34	40.7	126.1	51.32
*Jan. 1, 1954.....	38.5	140.4	54.05	39.1	150.1	58.69	37.8	129.1	48.80
Feb. 1, 1954.....	40.7	140.4	57.14	40.8	151.4	61.77	40.6	127.9	51.93
Mar. 1, 1954.....	41.1	140.6	57.79	41.3	151.6	62.61	40.8	128.2	52.31
Apr. 1, 1954.....	40.9	141.0	57.67	41.0	151.7	62.20	40.7	129.0	52.50
May 1, 1954.....	40.6	141.8	57.57	40.9	152.3	62.29	40.3	129.9	52.35
June 1, 1954.....	39.8	142.2	56.60	40.0	152.1	60.84	39.6	131.4	52.03
July 1, 1954.....	40.5	141.6	57.35	40.9	151.6	62.00	40.1	130.8	52.45
Aug. 1, 1954.....	40.6	141.1	57.29	40.9	151.6	62.00	40.3	130.2	52.47

*The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Aug. 1, 1954	July 1, 1954	Aug. 1, 1953	Aug. 1, 1954	July 1, 1954	Aug. 1, 1953
Newfoundland.....	42.1	42.8	40.9	133.9	131.5	129.6
Nova Scotia.....	41.3	41.0	41.2	120.7	123.3	119.8
New Brunswick.....	42.6	42.9	42.8	122.3	122.4	116.3
Quebec.....	41.6	41.0	42.3	128.0	129.1	121.9
Ontario.....	40.3	40.4	40.6	148.6	148.3	144.2
Manitoba.....	40.3	40.2	40.0	135.1	134.8	131.7
Saskatchewan.....	40.5	40.8	40.3	145.1	144.9	136.8
Alberta.....	39.9	40.1	40.3	144.6	145.9	140.1
British Columbia.....	38.2	38.1	38.3	168.4	169.7	161.3
Montreal.....	40.3	39.8	41.1	134.0	135.0	128.6
Toronto.....	40.3	40.3	40.4	150.9	150.3	144.4
Hamilton.....	39.5	39.8	39.5	158.7	159.0	156.2
Windsor.....	39.1	39.6	39.7	167.1	168.1	168.5
Winnipeg.....	39.9	39.9	39.6	133.6	133.5	130.3
Vancouver.....	38.0	38.2	37.8	167.4	168.9	161.1

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1 1954	July 1 1954	Aug. 1 1953	Aug. 1 1954	July 1 1954	Aug. 1 1953	Aug. 1 1954	July 1 1954	Aug. 1 1953
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining	42-7	42-8	42-8	155-8	156-1	152-7	66-53	66-81	65-36
Metal mining	41-0	41-1	44-1	160-0	160-8	155-5	70.40	70.91	68.58
Gold	45-6	46-0	46-0	138-1	139-1	132-2	63.11	63.99	60.81
Other metal	43-1	43-0	43-0	173-0	174-0	170-3	74.56	74.82	73.23
Fuels	39-9	39-8	39-7	152-3	151-2	153-7	60.77	60.18	61.02
Coal	38-7	39-4	38-5	146-5	146-3	149-8	56.70	57.64	57.67
Oil and natural gas	43-1	41-0	43-5	168-1	166-9	164-6	72.96	69.10	71.60
Non-metal	43-0	42-9	43-5	144-9	144-8	140-3	62.31	62.12	61.03
Manufacturing	40-6	40-5	41-0	111-1	111-6	136-0	57-29	57-35	55-76
Food and beverages	40-9	41-3	41-5	119-7	121-4	114-3	48.96	50.14	47.43
Meat products	40-3	41-1	40-4	147-1	148-6	142-0	59.28	61.52	57.37
Canned and preserved fruits and vegetables	38-1	37-8	37-7	97-3	101-1	93-3	37.07	38.22	35.17
Grain mill products	42-3	42-3	41-6	138-6	138-2	129-3	58.63	58.46	53.79
Bread and other bakery products	44-3	43-7	44-3	106-2	109-7	105-3	47.05	47.94	46.65
Distilled and malt liquors	39-9	40-9	43-4	157-9	156-2	145-6	63.00	63.89	63.19
Tobacco and tobacco products	40-6	40-6	39-4	142-7	143-2	137-2	57.94	58.14	54.06
Rubber products	41-0	40-7	38-8	146-0	146-0	142-3	59.86	59.42	56.64
Leather products	38-8	37-8	39-1	99-1	100-4	96-6	38.57	37.95	37.77
Boots and shoes (except rubber)	38-7	37-1	38-4	95-8	96-7	93-2	37.07	35.88	35.79
Textile products (except clothing)	40-7	41-0	40-3	108-9	110-8	107-4	44.32	45.43	43.28
Cotton yarn and broad woven goods	37-3	38-0	37-3	140-1	111-7	109-6	41.07	43.45	40.88
Woolen goods	43-6	43-1	42-8	104-2	104-3	101-7	45.43	44.95	43.53
Synthetic textiles and silk	44-1	43-0	43-5	112-8	116-1	110-3	49.74	49.92	47.98
Clothing (textile and fur)	36-2	34-6	37-4	98-5	98-8	95-4	35.66	34.18	35.68
Men's clothing	35-4	34-5	36-5	98-6	97-2	92-8	34.20	33.53	33.87
Women's clothing	35-1	31-9	35-7	101-9	103-3	103-4	36.82	32.95	36.91
Knit goods	38-1	36-3	39-4	98-1	99-3	94-7	37.38	36.05	37.31
Wood products	41-9	41-7	42-3	125-4	125-2	119-7	52.54	52.21	50.63
Saw and planing mills	41-5	41-3	41-9	132-4	132-3	126-1	54.95	54.64	52.84
Furniture	42-3	41-6	42-8	114-2	114-5	110-2	48.31	47.63	47.17
Other wood products	43-1	43-4	43-7	108-8	108-4	105-3	46.89	47.05	46.02
Paper products	42-9	42-8	43-5	161-1	160-8	151-8	69.11	68.82	66.03
Pulp and paper mills	43-3	43-1	43-9	171-1	171-3	161-6	74.09	73.83	70.94
Other paper products	41-7	41-9	42-4	128-6	127-4	121-3	53.63	53.38	51.43
Printing, publishing and allied industries	40-0	40-1	39-6	165-5	165-0	158-0	66.20	66.37	62.57
Iron and steel products	41-1	41-0	41-3	157-8	158-1	153-6	64.86	64.82	63.44
Agricultural implements	40-2	39-5	38-8	164-2	167-4	160-1	66.01	66.12	62.12
Fabricated and structural steel	41-2	41-6	40-7	165-8	167-7	163-5	68.31	69.76	66.54
Hardware and tools	40-9	41-1	40-6	145-0	143-6	137-8	59.31	59.02	55.95
Heating and cooking appliances	39-9	41-2	41-4	138-8	138-9	132-1	55.38	57.23	54.69
Iron castings	41-9	41-2	41-8	156-7	155-8	150-5	65.66	64.19	62.91
Machinery manufacturing	41-3	41-8	42-3	152-6	152-7	145-4	63.02	63.83	61.50
Primary iron and steel	41-1	40-2	40-7	171-2	171-1	169-8	70.36	68.78	69.11
Sheet metal products	41-2	41-9	41-6	153-7	154-4	146-1	63.32	64.69	60.78
Transportation equipment	40-0	40-1	40-9	162-0	161-1	157-4	64.80	64.60	64.38
Aircraft and parts	41-1	41-1	43-0	171-3	168-5	157-3	70.40	69.25	67.64
Motor vehicles	39-1	38-5	40-6	170-1	170-2	171-9	66.51	65.53	69.79
Motor vehicle parts and accessories	38-7	38-2	39-7	160-7	158-8	157-1	62.19	60.66	62.37
Railroad and rolling stock equipment	39-6	39-8	39-1	158-8	158-6	157-5	62.88	63.12	61.58
Shipbuilding and repairing	41-3	42-2	42-9	150-7	151-0	144-4	62.24	63.72	61.95
Non-ferrous metal products	40-7	40-8	41-9	159-9	159-7	152-2	65.08	65.16	63.77
Aluminum products	40-8	40-1	41-9	145-8	146-2	140-8	59.49	58.63	59.00
Brass and copper products	40-9	40-5	41-2	150-6	149-6	143-3	61.60	60.59	59.04
Smelting and refining	41-0	41-3	42-8	172-4	172-0	164-7	70.68	71.04	70.49
Electrical apparatus and supplies	39-9	40-1	40-4	151-9	151-4	143-8	60.61	60.71	58.10
Heavy electrical machinery and equipment	40-1	40-2	40-9	167-3	167-9	157-4	67.09	67.50	64.38
Non-metallic mineral products	43-5	43-3	43-5	142-2	141-0	136-1	61.86	61.05	59.20
Clay products	44-5	44-6	44-9	132-9	132-4	123-1	59.14	59.05	55.27
Glass and glass products	41-5	42-3	43-6	139-1	138-2	132-2	57.73	58.46	57.64
Products of petroleum and coal	41-8	41-0	41-0	187-9	187-9	177-7	78.54	77.04	72.86
Chemical products	41-5	41-1	41-9	147-2	146-3	139-4	61.09	60.13	58.41
Medicinal and pharmaceutical preparations	40-6	41-5	41-2	120-7	121-5	114-3	49.00	50.42	47.09
Acids, alkalis and salts	42-1	42-2	41-9	168-1	165-2	160-7	70.77	69.71	66.03
Miscellaneous manufacturing industries	40-7	41-0	41-1	116-8	116-3	111-7	47.54	47.68	45.91
Durable goods	40-9	40-9	41-4	151-6	151-6	147-1	62.00	62.00	60.90
Non-durable goods	40-3	40-1	40-6	130-2	130-8	123-4	52.47	52.45	50.10
Construction	41-9	41-0	43-0	145-6	147-5	142-5	61.01	60.48	61.28
Buildings and structures	41-9	40-8	41-9	157-2	159-3	156-0	65.87	64.99	65.36
Highways, bridges and streets	41-9	41-4	42-3	121-4	121-8	112-1	50.87	50.43	47.42
Electric and motor transportation	44-5	45-0	43-6	142-3	140-7	136-5	63.32	63.32	59.51
Service	41-2	41-2	42-0	81-2	81-9	77-0	33.45	33.74	32.34
Hotels and restaurants	42-1	41-8	42-8	79-8	80-5	76-1	33.60	33.65	32.57
Laundries and dry cleaning plants	40-0	41-0	41-3	79-7	80-6	74-8	31.88	33.05	30.89

* Durable manufactured goods industries.

TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hour and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.74	73.7	75.0	98.3
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Week Preceding:						
August 1, 1953.....	41.0	136.0	55.76	133.7	115.7	115.6
September 1, 1953.....	41.0	135.7	55.64	133.4	116.2	114.8
October 1, 1953.....	41.5	136.6	56.69	135.9	116.7	116.5
November 1, 1953.....	41.4	137.4	56.88	136.4	116.2	117.4
December 1, 1953.....	41.2	138.4	57.02	136.7	115.8	118.0
January 1, 1954.....	41.0*	140.4	57.56*	138.0	115.7	119.3
February 1, 1954.....	40.7	140.4	57.14	137.0	115.7	118.4
March 1, 1954.....	41.1	140.6	57.79	138.6	115.5	120.0
April 1, 1954.....	40.9	141.0	57.67	138.3	115.6	119.6
May 1, 1954.....	40.6	141.8	57.57	138.0	115.5	119.5
June 1, 1954.....	39.8	142.2	56.60	135.7	116.1	116.9
July 1, 1954.....	40.5	141.6	57.35	137.5	116.2	118.3
August 1, 1954 (1).....	40.6	141.1	57.29	137.4	117.0	117.4

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

* Figures adjusted for holidays. The actual figures for January 1, 1954, are 38.5 hours and \$54.05.

(1) Latest figures subject to revision.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

Form UIC 751: This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

Form UIC 757: This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be

already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT

(SOURCE: FROM U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
October, 1948.....	41,047	22,870	63,917	56,725	30,607	87,332
October, 1949.....	20,837	20,629	41,466	101,604	41,543	143,047
October, 1950.....	47,469	17,322	64,791	79,760	53,314	133,074
October, 1951.....	52,427	16,205	68,632	79,975	51,003	130,978
October, 1952.....	29,058	20,685	49,743	93,699	49,140	142,839
October 1, 1953.....	24,025	17,806	41,831	117,827	53,453	171,280
November 1, 1953.....	15,282	13,058	28,340	144,620	60,997	205,617
December 1, 1953.....	15,446	11,868	27,314	241,094	74,513	315,607
January 1, 1954.....	8,298	9,121	17,419	354,965	84,306	439,271
February 1, 1954.....	8,406	9,575	17,981	439,633	103,112	542,745
March 1, 1954.....	9,014	10,176	19,190	457,029	105,622	562,651
April 1, 1954.....	11,434	12,293	23,727	466,120	101,953	568,053
May 1, 1954.....	14,942	15,335	30,277	373,873	86,818	460,691
June 1, 1954.....	14,284	16,790	31,074	237,848	76,782	314,630
July 1, 1954.....	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954.....	12,113	12,913	25,026	181,457	77,396	258,853
September 1, 1954 (1).....	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954 (1).....	16,388	13,018	29,406	170,883	71,561	242,444

*—Current vacancies only. Deferred vacancies are excluded.

(1)—Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT
AUGUST 31, 1954⁽¹⁾**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				July 30, 1954	August 31, 1953
Agriculture, Fishing, Trapping	929	383	1,312	—	407
Forestry	1,785	3	1,788	+	845
Mining, Quarrying and Oil Wells	375	40	415	—	299
Metal Mining.....	159	6	165	+	19
Fuels.....	133	9	142	—	33
Non-Metal Mining.....	29	3	32	—	300
Quarrying, Clay and Sand Pits.....	11	1	12	—	6
Prospecting.....	43	21	64	+	21
Manufacturing	2,989	3,384	6,373	+	626
Foods and Beverages.....	396	339	735	—	758
Tobacco and Tobacco Products.....	9	7	16	+	8
Rubber Products.....	29	14	43	—	2
Leather Products.....	88	181	269	+	51
Textile Products (except clothing).....	102	221	323	+	91
Clothing (textile and fur).....	148	1,811	1,959	+	458
Wood Products.....	357	93	450	+	51
Paper Products.....	78	58	136	+	38
Printing, Publishing and Allied Industries.....	118	95	213	+	44
Iron and Steel Products.....	399	121	520	+	69
Transportation Equipment.....	708	54	760	+	420
Non-Ferrous Metal Products.....	72	49	121	+	27
Electrical Apparatus and Supplies.....	211	135	346	+	73
Non-Metallic Mineral Products.....	55	18	73	+	8
Products of Petroleum and Coal.....	15	9	24	+	9
Chemical Products.....	140	77	217	+	16
Miscellaneous Manufacturing Industries.....	66	102	168	+	23
Construction	2,177	72	2,249	+	327
General Contractors.....	1,509	48	1,557	+	254
Special Trade Contractors.....	668	24	692	+	73
Transportation, Storage and Communication	561	236	797	—	69
Transportation.....	474	93	567	—	32
Storage.....	19	19	38	—	7
Communication.....	68	124	192	—	30
Public Utility Operation	56	26	82	—	5
Trade	1,740	2,226	3,966	+	629
Wholesale.....	563	580	1,143	+	183
Retail.....	1,177	1,646	2,823	+	446
Finance, Insurance and Real Estate	583	504	1,087	+	122
Service	2,405	7,281	9,686	+	535
Community or Public Service.....	389	1,117	1,506	—	64
Government Service.....	872	436	1,308	—	33
Recreation Service.....	94	90	184	—	228
Business Service.....	554	358	912	+	127
Personal Service.....	496	5,280	5,776	+	733
Grand Total	13,600	14,155	27,755	+	2,304
				—	16,854

(1) Preliminary—subject to revision.
Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,
BY OCCUPATION AND BY SEX AS AT SEPTEMBER 2, 1954 ⁽¹⁾**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies ⁽²⁾			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	1,510	821	2,331	4,354	1,076	5,430
Clerical workers.....	894	2,925	3,819	9,568	19,975	29,543
Sales workers.....	1,330	1,203	2,533	4,011	8,327	12,338
Personal and domestic service workers ..	540	5,919	6,459	19,834	11,236	31,070
Seamen.....	5	.....	5	835	1	836
Agriculture and fishing.....	1,096	48	1,144	1,287	162	1,449
Skilled and semiskilled workers.....	6,227	2,438	8,665	76,597	17,108	93,705
Food and kindred products (inc. tobacco).....	39	16	55	887	451	1,338
Textiles, clothing, etc.....	151	1,950	2,101	3,473	10,468	13,941
Lumber and wood products.....	2,552	5	2,557	6,354	165	6,519
Pulp, paper (inc. printing).....	48	18	66	775	448	1,223
Leather and leather products.....	80	122	202	936	907	1,843
Stone, clay and glass products.....	16	.....	16	204	61	265
Metalworking.....	472	31	503	15,956	1,151	17,107
Electrical.....	172	19	191	1,647	896	2,543
Transportation equipment.....	1	1	5	1,612	195	1,807
Mining.....	104	.....	104	1,442	.....	1,442
Construction.....	1,002	4	1,006	13,107	5	13,112
Transportation (except seamen).....	412	16	428	10,841	98	10,939
Communications and public utility ..	73	9	82	384	4	388
Trade and service.....	182	181	366	2,089	1,163	3,252
Other skilled and semiskilled.....	716	59	805	13,010	794	13,804
Foremen.....	46	4	50	1,625	295	1,920
Apprentices.....	128	.....	128	2,255	7	2,262
Unskilled workers.....	2,089	756	2,845	63,921	12,587	76,508
Food and tobacco.....	258	206	464	1,365	1,913	3,278
Lumber and lumber products.....	142	12	154	5,065	242	5,337
Metalworking.....	61	13	74	6,484	571	7,055
Construction.....	825	.....	825	18,590	5	18,595
Other unskilled workers.....	803	525	1,328	32,387	9,856	42,243
Grand Total.....	13,691	14,110	27,801	180,407	70,472	250,879

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, AUGUST, 1954; LIVE APPLICATIONS AT SEPTEMBER 30, 1954

Office	1 Vacancies (Source: U.I.C. 751)					Applicants (Source: U.I.C. 751)					Source: U.I.C. 757 (2) Live Appli- cations at Sept. 30, 1954			
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Placements				Unplaced End of Period		
								Regular	Casual	Transfers Out				
Newfoundland														
Cornet Brook.....	520	539	487	54	4,374	1,710	399	248	83	23	11	46	4,125	3,508
Grand Falls.....	39	163	43	15	1,700	265	97	1,461	329	2	4	1	1,152	1,152
St. John's.....	480	374	444	39	2,894	1,294	298	163	183	9	1	40	2,392	2,125
Prince Edward Island														
Charlottetown.....	676	374	104		1,035	833	499	290	203	91		32	852	1,011
Summerside.....	499	252	69		640	477	316	56	54	35		21	489	641
		122	35		395	356	183	87	35			11	363	370
Nova Scotia														
Amherst.....	1,188	2,466	1,154	50	12,220	7,147	2,756	1,429	410	134		12,168	11,449	
Bridgewater.....	27	85	19		484	240	133	63	12	7		3	300	336
Halifax.....	44	38	51		379	250	55	111	12	1		3	414	414
Inverness.....	689	1,077	647	1	4,081	2,388	1,326	594	278	30		30	3,815	3,458
Kentville.....	1	11	1		295	68	10	10					301	307
Liverpool.....	64	115	73		840	349	117	73	22	3			789	727
New Glasgow.....	68	62	28	2	214	117	31	22	3				150	200
Springhill.....	72	389	159		1,991	880	317	207	33	5			1,715	1,796
Sydney.....	9	30	1		354	1,184	33	24					1,369	515
Truro.....	159	513	128	47	2,574	953	493	320	104	7			2,211	2,648
Yarmouth.....	30	101	26		442	366	119	73	4	1			417	516
	25	45	21		566	334	132	31	7			83	537	532
New Brunswick														
Bathurst.....	988	4,286	1,261	339	10,614	8,512	3,837	1,859	1,133	190		10,719	9,179	
Campbellton.....	15	55	14		655	275	60	47	2			4	528	474
Edmundston.....	36	47	32		589	275	27	15	3				607	505
Fredericton.....	20	94	25		659	1,528	227	57	7			48	1,632	238
Minto.....	206	1,423	414	128	1,133	1,294	1,057	958	14			8	862	800
Moncton.....	14	31	14		369	368	81	31				48	529	605
Newcastle.....	473	1,017	515	199	2,160	1,783	772	362	176			34	1,969	2,028
Saint John.....	10	47	7	3	725	285	120	35	2			19	650	736
St. Stephen.....	180	427	215		2,863	1,286	482	280	61			15	2,805	2,577
Sussex.....	19	926	6	9	793	1,149	914	48	847				700	1,098
Woodstock.....	8	48	4		131	105	42	17	9			10	128	130
	7	91	15		397	165	55		34			4	309	298
Quebec														
Asbestos.....	6,625	28,691	8,003	993	83,567	51,370	26,978	14,133	4,042	1,000		71,381	68,941	
Beauharnois.....	30	119	9	6	218	332	118	62	19			366	327	
Buckingham.....	13	90	15	6	463	204	92	67	6			7	424	503
Causapscal.....	16	78	20		399	362	75	56					415	406
	15	236	25	1	388	401	285	224	1			21	306	304

Chandler	2	9	4	213	114	100	5	.....	114	31	209	177
Chautoumi.....	64	387	149	895	821	424	130	73	821	2	710	523
Doubeau.....	5	48	37	531	145	17	7	4	1,890	1	390	248
Drummondville.....	49	336	35	1,890	980	399	271	6	980	16	1,624	1
Farnham.....	41	101	42	290	229	81	54	.....	229	1	330	487
Forestville.....	2	384	248	89	370	47	46	.....	140	.....	266	166
Gaspé.....	6	51	15	212	127	86	17	.....	127	.....	208	183
Granby.....	23	297	18	1,756	790	318	160	75	790	10	1,199	1
Hull.....	55	333	83	1,076	1,095	392	182	32	1,095	22	1,248	1
Joliette.....	135	200	82	1,647	1,000	218	192	4	1,000	.....	1,129	1
Jonquière.....	36	227	52	1,185	1,163	521	190	16	1,163	160	1,014	1
Lacinate.....	12	40	6	270	156	39	31	1	156	.....	277	237
La Malbaie.....	3	130	5	112	156	8	8	.....	156	1	182	146
La Tuque.....	77	487	69	345	409	121	93	5	409	.....	301	210
Levis.....	131	443	173	1,813	690	374	205	137	690	.....	1,896	1
Maniwaki.....	42	82	20	714	325	87	60	1	325	.....	1,585	367
Marane.....	25	326	4	167	334	329	298	.....	334	23	367	361
Messanie.....	15	201	143	558	382	278	138	33	382	2	478	237
Mont-Isidore.....	1	10	10	370	469	214	122	9	469	36	441	144
Montmagny.....	5	11	5	646	343	10	5	.....	343	.....	608	398
Montreal.....	18	70	18	656	319	93	11	39	319	5	55	370
New Richmond.....	3	12,721	4,011	37,181	21,147	12,130	6,583	2,329	21,147	206	31	284
Port Alfred.....	4	422	55	276	401	303	169	73	401	.....	280	226
Quebec.....	9	390	6	281	246	242	170	1	246	45	188	188
Rimouski.....	474	2,181	750	5,765	4,290	2,898	1,028	476	4,290	80	5,296	5
Rivière du Loup.....	19	86	36	658	177	198	36	14	177	72	696	556
Riverval.....	266	185	121	1,084	232	216	72	6	232	25	368	803
Rouyn.....	42	72	13	1,552	139	110	32	7	139	1	488	39
Ste. Anne.....	52	243	121	1,464	528	350	88	35	528	16	595	965
Ste. Anne de Bellevue.....	11	139	17	302	214	89	54	2	214	1	294	303
Ste. Therese.....	15	131	37	327	186	97	54	1	186	.....	385	83
St. Georges-Est.....	56	217	60	950	573	235	177	4	573	36	755	819
St. Hyacinthe.....	298	574	320	722	784	677	470	1	784	5	963	527
St. Jean.....	145	206	51	1,440	829	255	102	104	829	3	1,311	1,081
St. Jerome.....	79	265	62	1,074	819	315	183	2	819	14	1,067	1,067
St. Joseph d'Alma.....	31	243	28	658	518	259	193	5	518	.....	514	461
Sept Iles.....	24	596	477	781	329	122	118	2	329	.....	392	392
Shawangen Falls.....	25	202	16	1,765	898	300	181	4	898	19	1,751	1,494
Shedbrooke.....	112	806	142	2,720	1,917	869	467	181	1,917	11	2,720	1,494
Sorel.....	20	100	19	1,323	671	89	49	26	671	.....	1,371	1,371
Therford Mines.....	65	201	37	704	411	252	186	8	411	.....	390	375
Three Rivers.....	376	668	115	3,303	1,917	1,118	453	231	1,917	129	2,896	2,896
Val d'Or.....	46	143	51	893	454	134	68	6	454	4	706	706
Valley field.....	33	223	57	1,163	635	325	138	10	635	10	1,078	945
Victoriaville.....	90	421	87	831	766	483	311	52	766	2	718	678
Ontario	7,386	37,721	8,664	100,406	99,534	39,693	21,578	6,969	99,534	663	108,007	99,333
Amprior.....	13	183	21	94	339	202	73	34	339	2	122	90
Barrie.....	112	457	150	755	665	443	204	.....	665	8	871	871
Belleville.....	72	240	25	766	660	268	166	49	660	.....	851	665
Bracebridge.....	79	140	27	212	260	163	123	5	260	.....	261	261
Brampton.....	35	188	26	243	287	148	118	.....	287	17	336	336
Brantford.....	48	678	41	2,251	1,542	663	426	100	1,542	17	1,967	1,729
Brockville.....	17	165	18	292	416	219	137	18	416	15	280	212
Carleton Place.....	4	49	.....	37	37	60	51	.....	37	.....	216	167
Chatham.....	345	256	348	1,428	653	280	137	60	653	1	246	227
Cobourg.....	7	219	15	359	358	243	186	16	358	.....	375	428

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, AUGUST, 1954; LIVE APPLICATIONS AT SEPTEMBER 30, 1954

Office	1 Vacancies (Source: U. I. C. 751)					Applicants (Source: U. I. C. 751)				Source: U. I. C. 757 (2) Live Applica- tions at Sept. 30, 1954
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Placements		Unplaced End of Period
								Regular	Casual	
Ontario—Con.										
Collingwood.....	37	196	18	1	723	216	195	159	22	1 650
Cornwall.....	205	1,078	76	15	1,551	1,763	1,322	777	380	1 1,822
Fort Erie.....	26	100	10	4	256	165	165	70	2	318
Fort Frances.....	15	73	25	3	137	156	63	31	22	141
Fort William.....	58	813	73	36	1,066	1,156	719	342	244	1 1,016
Galt.....	54	222	46	1	1,227	676	213	199	36	1 1,081
Gananoque.....	2	62	2	1	148	105	78	38	7	1 139
Goderich.....	25	104	27	3	113	251	113	58	15	238
Guelph.....	89	332	97	8	1,318	859	415	244	8	1 1,270
Hamilton.....	422	1,818	486	6	8,979	7,927	2,561	1 1,065	427	9 1,436
Hawkesbury.....	16	40	20	1	297	125	28	26	1	199
Ingersoll.....	34	728	32	1	460	789	739	670	16	2 371
Kapuskasing.....	13	165	29	2	349	232	166	129	4	300
Kenora.....	12	51	18	3	141	95	40	28	41	158
Kingston.....	100	830	190	21	756	1,221	897	799	41	1 1,734
Kirkland Lake.....	34	147	29	8	522	345	164	73	41	509
Kitchener.....	76	375	84	1	2,077	1,222	100	225	70	1 1,807
Leamington.....	17	222	15	34	1,119	605	297	56	113	515
Lindsay.....	38	77	37	1	611	333	69	21	16	721
Listowel.....	23	75	33	13	156	112	58	32	6	173
London.....	369	1,419	444	39	3,265	3,205	1,043	767	259	3 1,533
Midland.....	20	59	5	5	587	279	66	41	8	373
Napanee.....	8	23	8	1	189	68	28	13	3	208
New Toronto.....	63	592	113	50	1,351	1,679	663	262	41	1 1,711
Niagara Falls.....	47	465	78	2	1,170	1,907	443	490	69	1 1,385
North Bay.....	57	375	65	3	646	831	397	135	171	303
Oakville.....	31	309	30	27	385	698	423	218	16	319
Orillia.....	23	244	23	5	461	385	353	169	60	476
Oshawa.....	71	426	86	7	4,119	5,699	474	273	77	7 886
Ottawa.....	770	2,404	831	19	2,683	3,330	2,421	1 1,252	485	2 2,821
Owen Sound.....	35	234	79	1	905	439	326	117	30	613
Perry Sound.....	61	61	4	1	104	109	72	46	2	100
Pembroke.....	70	537	112	1	697	1,065	548	83	146	870
Perth.....	45	86	21	4	176	161	90	61	8	202
Peterborough.....	53	233	86	2	1,554	1,167	308	181	35	1 1,331
Pictou.....	3	109	3	3	108	144	136	68	35	79
Port Arthur.....	129	1,119	193	28	1,397	1,206	808	472	173	1 1,117
Port Colborne.....	23	81	11	1	587	1,219	91	53	10	512
Prescott.....	18	132	49	14	421	303	100	54	25	328
Renfrew.....	12	80	8	8	284	228	80	307	225	2 256
St. Catharines.....	70	610	66	4	2 928	2 443	692	397	4	3 280
St. Thomas.....	69	236	72	1	494	568	288	108	46	518

Sarnia.....	56	263	42	48	1,262	1,110	278	158	17	1,590	1,452
Sault Ste. Marie.....	109	312	69	11	2,191	1,490	401	194	62	2,382	2,050
Simcoe.....	43	2,387	90	896	629	2,002	1,576	1,033	266	390	259
Stour Lookout.....	14	37	26	1	107	98	45	20	12	147	75
Smiths Falls.....	21	39	9	.....	238	335	35	18	15	447	366
Stratford.....	25	219	26	.....	675	487	243	118	3	635	516
Sturgeon Falls.....	10	208	10	.....	413	363	243	70	28	480	185
Sudbury.....	97	875	167	.....	1,341	1,001	280	668	164	1,408	1,454
Timmins.....	57	2,038	59	39	1,925	1,618	380	48	39	1,078	1,041
Toronto.....	2,283	10,838	2,639	6	21,063	22,315	10,611	5,813	2,322	24,817	22,768
Trenton.....	34	211	38	.....	516	350	267	163	6	519	358
Walkerton.....	30	111	15	2	384	267	188	8	1	371	412
Wallaceburg.....	3	81	6	.....	112	311	86	19	.....	613	626
Welland.....	6	202	18	.....	1,567	893	317	191	50	1,253	1,513
Weston.....	215	702	272	81	892	859	367	389	13	783	783
Windsor.....	136	699	126	5	11,221	7,013	866	431	141	15,369	12,712
Woodstock.....	13	319	24	50	504	377	250	224	11	327	260
Manitoba.....	1,982	6,017	2,098	60	10,635	10,858	6,065	2,714	1,869	9,475	9,431
Brandon.....	220	520	240	6	171	604	125	241	77	365	308
Dauphin.....	19	41	37	1	285	272	101	47	10	289	252
Flin Flon.....	41	117	34	8	182	212	119	40	39	145	167
Portage la Prairie.....	36	167	58	1	131	383	114	92	26	420	399
The Pas.....	43	51	10	38	15	55	35	29	.....	41	28
Winnipeg.....	1,023	5,060	1,719	6	9,281	9,282	5,211	2,265	1,717	8,265	8,107
Saskatchewan.....	1,796	5,628	1,652	135	4,208	8,655	5,596	2,834	1,566	4,118	4,151
Festevan.....	39	202	46	22	85	172	223	117	16	60	59
Moose Jaw.....	163	663	172	33	381	1,077	600	491	24	415	481
North Battleford.....	117	149	118	6	248	215	159	65	53	242	261
Prince Albert.....	131	274	110	.....	886	153	280	136	109	743	667
Regina.....	373	2,380	400	31	812	3,064	2,500	895	1,087	928	926
Saskatoon.....	385	1,083	272	32	1,138	1,932	1,169	686	42	1,140	1,122
Swift Current.....	286	445	242	6	166	364	439	358	24	155	161
Weyburn.....	83	191	91	23	88	306	118	110	3	69	57
Yorkton.....	216	241	198	2	401	375	224	126	19	359	381
Alberta.....	1,811	7,372	2,085	92	11,056	13,392	8,119	4,147	1,362	10,619	9,719
Blairmore.....	12	33	.....	.....	401	91	48	35	7	972	942
Calgary.....	607	2,746	691	7	3,383	4,971	3,119	1,416	540	3,216	3,151
Drumheller.....	44	191	80	27	192	158	126	126	46	304	191
Edmonton.....	556	3,169	954	.....	5,128	6,012	3,882	1,898	.....	4,517	4,397
Edson.....	13	47	38	17	158	152	48	17	623	160	293
Lethbridge.....	130	662	142	13	750	1,095	368	356	112	726	745
Medicine Hat.....	61	287	49	8	453	158	280	191	10	508	594
Red Deer.....	52	212	96	.....	563	416	181	116	.....	431	380
Yellowknife.....	39	45	28	28	15	15	3	2	15	23	25

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, AUGUST, 1954; LIVE APPLICATIONS AT SEPTEMBER 30, 1954

Office	1 Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Unplaced End of Period	Source: U.I.C. 757 (*) Live Appli- cations at Sept. 30, 1954	
	Unfilled Beginning of Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning of Period	Registered During Period	Referred to Vacancies	Placements			
								Regular			Casual	Transfers Out
British Columbia	2,678	21,590	3,185	120	26,865	37,461	23,213	8,587	10,213	25,729	25,729
Chilliwack	108	893	59	1	472	1,252	1,026	865	52	525	492
Courtenay	26	109	15	1	654	260	105	53	10	414	304
Cranbrook	11	62	19	2	212	115	55	52	1	161	204
Dawson Creek	22	164	19	1	146	202	163	143	.....	156	209
Duncan	31	267	23	3	261	655	294	212	.....	425	249
Kamloops	100	267	115	7	346	404	240	195	9	371	298
Kelowna	5	561	205	7	271	615	375	263	94	329	199
Mission City	685	1,164	167	2	509	1,712	1,376	542	737	325	316
Nanaimo	31	235	14	2	751	783	257	145	75	860	700
Nelson	38	190	15	2	437	334	223	121	24	382	345
New Westminster	239	2,144	117	19	3,511	4,113	2,413	702	24	3,529	3,612
Penticton	7	1,080	10	1	288	1,166	1,100	633	438	258	228
Port Alberni	13	202	17	.....	231	597	242	158	21	440	254
Prince George	91	689	75	7	622	942	928	610	26	507	712
Prince Rupert	29	256	27	7	330	378	259	192	12	276	447
Princeton	2	69	14	1	66	75	71	53	2	48	61
Trail	16	102	14	1	541	286	126	64	19	489	434
Vancouver	883	11,178	1,711	.....	14,488	20,962	12,016	2,340	7,063	14,197	14,197
Vernon	17	504	126	4	306	489	381	352	4	229	222
Victoria	195	1,080	303	2	2,172	1,733	1,272	600	177	2,114	2,114
Whitehorse	126	371	60	62	251	388	321	292	.....	1,140	1,140
Canada	25,683	112,511	28,115	3,515	265,640	229,872	116,615	58,019	27,638	260,339	212,444
MALES	12,304	68,290	13,493	3,105	156,312	156,676	68,577	29,107	13,090	186,645	170,865
FEMALES	13,379	44,224	14,272	110	79,328	73,196	48,038	18,912	14,548	74,294	71,561

¹ Includes current and deferred vacancies.
² Latest figures subject to revision.

**TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1944—1954

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,892	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952.....	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953.....	1,980,918	754,358	2,735,276	661,167	332,239	993,406
1954 (8 months).....	1,329,865	548,466	1,878,331	349,453	216,518	565,971

E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID,
AND AMOUNT PAID**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Number Receiving Benefit in Last Week of the Month*	Month of August 1954		
		Number Com- mencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	2,612	855	63,530 (494)	213,752
Prince Edward Island.....	536	154	13,573 (276)	37,418
Nova Scotia.....	7,415	3,746	170,337 (3,596)	541,435
New Brunswick.....	6,165	1,994	134,644 (2,233)	423,547
Quebec.....	48,611	25,383	1,319,515 (30,467)	3,925,012
Ontario.....	61,211	32,560	1,566,013 (23,205)	4,936,647
Manitoba.....	5,123	1,907	133,936 (3,908)	383,873
Saskatchewan.....	2,042	748	45,950 (918)	133,140
Alberta.....	6,369	3,231	140,411 (3,362)	449,070
British Columbia.....	13,157	6,572	333,689 (7,008)	1,022,823
Total, Canada, August, 1954.....	153,241	77,150	3,921,598 (75,467)	12,066,717
Total, Canada, July, 1954.....	163,425	71,203	4,157,128 (76,310)	12,760,098
Total, Canada, August, 1953.....	87,367	49,268	2,138,224 (6,452)	6,408,827

* Week containing last day of the month.

TABLE E-2.—ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT AUGUST 31, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE, AND SHOWING NUMBER OF DISABILITY CASES* INCLUDED IN TOTAL

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							August 31, 1954 Total
	Total	6 and less	7-12	13-24	25-48	49-72	73 and over	
Newfoundland.....	3,256 (15)	557	287	387	701	476	848	2,399 (7)
Male.....	3,030 (15)	518	266	361	667	448	770	2,164 (1)
Female.....	226 (—)	39	21	26	34	28	78	235 (6)
Prince Edward Island.....	641 (9)	123	54	71	124	88	181	565 (1)
Male.....	457 (5)	77	45	51	88	66	130	399 (1)
Female.....	184 (4)	46	9	20	36	22	51	166 (—)
Nova Scotia.....	8,137 (122)	1,705	788	1,055	1,621	925	2,043	7,399 (22)
Male.....	6,952 (104)	1,480	665	914	1,427	790	1,676	6,364 (18)
Female.....	1,185 (18)	225	123	141	194	135	367	1,035 (4)
New Brunswick.....	7,514 (85)	1,408	780	898	1,361	842	2,225	5,658 (34)
Male.....	5,995 (66)	1,148	667	754	1,077	673	1,676	4,662 (27)
Female.....	1,519 (19)	260	113	144	284	169	549	996 (7)
Quebec.....	57,016 (1,022)	9,845	6,274	7,454	10,243	7,229	15,971	43,032 (207)
Male.....	40,467 (638)	7,396	4,672	5,405	7,424	4,893	10,677	29,427 (119)
Female.....	16,549 (384)	2,449	1,602	2,049	2,819	2,336	5,294	13,605 (88)
Ontario.....	82,456 (910)	21,073	9,657	10,153	11,833	8,996	20,744	31,222 (163)
Male.....	62,633 (654)	17,205	7,851	7,887	8,570	6,479	14,641	21,193 (118)
Female.....	19,823 (256)	3,868	1,806	2,266	3,263	2,517	6,103	10,029 (45)
Manitoba.....	6,549 (148)	1,699	469	727	896	601	2,157	4,028 (34)
Male.....	3,805 (112)	940	250	406	506	341	1,362	2,086 (23)
Female.....	2,744 (36)	759	219	321	390	260	795	1,942 (11)
Saskatchewan.....	2,296 (32)	494	238	244	351	238	731	1,134 (10)
Male.....	1,395 (23)	296	143	146	194	139	477	605 (7)
Female.....	901 (9)	198	95	98	157	99	254	529 (3)
Alberta.....	6,718 (100)	1,876	646	797	953	607	1,839	2,694 (12)
Male.....	4,740 (72)	1,362	441	574	598	425	1,340	1,762 (11)
Female.....	1,978 (28)	514	205	223	355	182	499	932 (1)
British Columbia.....	16,675 (224)	3,762	1,679	2,051	2,913	1,709	4,561	13,156 (61)
Male.....	12,015 (171)	2,928	1,177	1,459	2,223	1,023	3,205	9,829 (43)
Female.....	4,660 (53)	834	502	592	690	686	1,356	3,327 (18)
CANADA.....	191,258 (2,667)	42,542	20,872	23,837	30,996	21,711	51,300	111,287 (551)
Male.....	141,489 (1,880)	33,350	16,177	17,957	22,774	15,277	35,954	75,491 (368)
Female.....	49,769 (807)	9,192	4,695	5,880	8,222	6,434	15,346	32,796 (183)

* Shown in brackets. The count of disability cases for 1953 represents all registers flagged as disability cases on that day, including short-time and temporary lay-off claimants.

TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, AUGUST 1954

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,106	771	335	1,271	857	414	469
Prince Edward Island.....	254	165	89	262	197	65	71
Nova Scotia.....	5,911	3,130	2,781	5,971	4,436	1,535	1,692
New Brunswick.....	3,276	1,808	1,468	3,229	2,586	643	770
Quebec.....	29,916	17,213	12,703	31,923	25,132	6,791	7,078
Ontario.....	52,421	25,685	26,736	52,582	43,691	8,891	11,705
Manitoba.....	3,195	1,857	1,338	2,982	2,241	741	551
Saskatchewan.....	1,213	778	435	1,124	817	307	292
Alberta.....	4,888	2,389	2,499	4,375	3,590	785	1,278
British Columbia.....	10,479	5,263	5,216	10,086	7,859	2,227	2,299
Total Canada, August, 1954.....	112,659*	59,059	53,600	113,805†	91,406	22,399	26,205
Total Canada, July, 1954.....	106,269	56,712	49,557	105,744	83,867	21,877	27,351
Total Canada, August, 1953.....	74,052	44,689	29,363	74,262	53,163	21,099	19,006

* In addition, revised claims received numbered 16,195. † In addition, 16,282 revised claims were disposed of. Of these, 1,069 were special requests not granted, and 758 were appeals by claimants. There were 2,211 revised claims pending at the end of the month.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT, WITH CHIEF REASONS FOR NON-ENTITLEMENT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of August, 1954	Month of July, 1954	Month of August, 1953
Benefit year not established.....	8,513	8,696	7,179
<i>Claimants Disqualified*</i>			
Not unemployed.....	7,057	8,018	9,784
Not capable of and not available for work.....	2,188	2,155	1,555
Loss of work due to a labour dispute.....	787	507	78
Refused offer of work and neglected opportunity to work.....	1,027	801	996
Discharged for misconduct.....	865	737	646
Voluntarily left employment without just cause.....	5,072	4,871	4,285
Failure to fulfil additional conditions imposed upon certain married women	1,313	1,152	1,009
Other reasons†.....	1,670	1,925	1,311
Total.....	28,492	28,862	26,813

* Data for August 1954 include 5,993 on revised claims.

† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1954—July.....	3,180,000	2,980,500	199,500
June.....	3,150,000	2,902,200	247,800
May.....	3,161,000	2,822,600	338,400
April.....	3,317,000	2,805,300	511,700†
March.....	3,342,000	2,829,400	512,600†
February.....	3,339,000	2,844,200	494,800†
January.....	3,328,000	2,937,000	391,000†
1953—December.....	3,276,000	3,037,500	238,500
November.....	3,230,000	3,076,400	153,600
October.....	3,220,000	3,100,600	119,400
September.....	3,197,000	3,085,700	111,300
August.....	3,171,000	3,060,100	110,900
July.....	3,161,000	3,041,200	119,800

* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.

TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO SEPTEMBER 30, 1954

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS					DISBURSEMENTS				Balance in Fund
	CONTRIBUTIONS (Gross less refunds)			Fines	Interest on Investments and Profit on Sale of Securities	BENEFIT PAYMENTS				
	Employer and Employee	Government				Ordinary	Supplementary Classes 1 and 2	Total		
		\$	%						\$	
TO 1950	644,786,331 88	128,886,931 60		41,539 99	61,989,796 65	835,704,600 12	252,319,395 71	738,233 89	253,057,627 60	582,646,972 52
1951	128,744,248 84	25,796,703 41		34,656 50	15,630,817 06	170,206,455 81	83,082,101 75	5,190,949 79	88,273,051 54	661,580,376 79
1952	153,887,858 49	30,805,704 77		33,344 00	19,046,503 98	203,773,111 24	85,569,677 68	4,594,758 92	90,154,436 60	778,190,351 43
1953	155,181,595 03	31,036,896 18		36,085 94	22,950,737 41	206,208,254 59	128,814,174 79	7,008,266 57	135,822,441 36	851,585,164 66
1954	158,673,276 19	31,735,867 91		36,833 77	26,094,504 24	216,540,482 11	174,619,903 03	12,231,610 40	186,851,513 43	881,274,133 34
TO 1954	1,241,276,310 43	248,262,043 87		182,460 20	145,712,389 37	1,635,433,203 87	724,395,250 96	29,763,819 57	754,159,070 53	881,274,133 34
April	13,983,783 36	2,791,191 90		2,925 75	2,203,262 63	18,981,163 61	25,364,305 38	4,456,563 48	29,820,868 86	870,434,398 12
May	13,115,221 43	2,610,732 42		2,200 00	2,197,571 41	17,925,725 29	20,697,662 24	121,760 95	21,119,423 19	867,240,700 22
June	12,114,552 80	2,439,791 98		3,807 50	2,310,828 32	16,868,980 60	15,685,208 51	15,677 10	15,700,885 61	868,408,795 21
July	13,281,935 03	2,655,665 24		3,532 00	2,234,212 08	18,173,344 35	12,747,220 26	40,469,110 00	12,706,721 15	873,877,418 41
August	13,615,432 46	2,723,155 47		2,809 79	2,230,045 16	18,571,442 88	12,034,699 35	3,811 250 00	12,030,888 10	880,397,973 19
September	*13,405,932 09	2,683,046 01		2,446 00	2,194,038 40	18,285,462 50	12,384,355 82	3,041 950 00	12,381,313 87	886,302,121 82
Sub-Total	79,516,857 17	15,903,583 02		17,721 04	13,369,938 03	109,808,119 26	98,933,451 56	4,846,679 22	103,780,130 78	886,302,121 82
Total	1,320,793,167 60	264,165,626 89		200,181 24	159,082,347 40	1,744,241,323 13	823,328,702 52	34,610,498 79	857,939,201 31	886,302,121 82

* Stamps \$6,541,208.40 Meter \$1,607,600 12 Bulk \$5,114,546 85 D. V. A. \$142,576 72 Total \$13,405,932 09

F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX
FROM JANUARY 1949 TO SEPTEMBER 1954**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commo- dities and Services
1949—January.....	99.8	100.8	99.2	99.7	99.9	98.9
February.....	99.7	99.7	99.3	99.7	100.2	99.4
March.....	99.4	98.7	99.2	100.0	100.1	99.5
April.....	99.3	98.1	99.6	100.2	100.1	99.5
May.....	99.2	97.9	99.7	100.3	99.8	99.8
June.....	99.6	99.2	99.7	100.3	99.7	99.8
July.....	100.0	100.2	100.3	100.3	99.7	99.8
August.....	100.4	101.3	100.2	100.1	99.6	99.9
September.....	100.4	101.2	100.5	100.2	99.6	99.9
October.....	100.6	100.8	100.5	99.8	100.6	100.9
November.....	101.0	101.9	100.5	99.7	100.5	101.0
December.....	100.5	100.3	101.0	99.7	100.4	101.1
Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—January.....	100.1	98.1	101.1	99.6	100.6	102.0
February.....	100.2	98.4	101.1	99.5	100.6	102.2
March.....	100.9	98.8	104.7	98.9	100.8	102.2
April.....	101.2	99.8	104.9	99.2	101.2	102.2
May.....	101.2	99.3	105.1	99.1	101.1	102.2
June.....	101.9	100.9	105.9	99.1	101.5	102.3
July.....	102.7	102.6	107.4	99.1	101.6	102.4
August.....	103.3	103.8	107.8	99.3	102.6	102.5
September.....	104.3	105.4	108.7	99.9	103.4	103.0
October.....	105.9	107.6	109.0	100.6	104.6	105.2
November.....	106.4	108.4	109.5	101.0	105.1	105.4
December.....	106.6	108.4	109.6	101.3	105.5	105.7
Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—January.....	107.7	109.9	110.0	102.6	107.1	107.4
February.....	109.1	111.0	110.4	105.1	108.6	108.0
March.....	110.8	114.1	111.5	106.7	110.5	108.3
April.....	111.7	115.5	111.8	108.5	111.4	108.6
May.....	112.2	114.3	112.4	109.0	112.7	110.4
June.....	113.7	115.8	115.2	109.5	113.8	111.8
July.....	114.6	117.9	115.5	109.7	114.3	112.2
August.....	115.5	119.0	114.8	110.7	115.1	113.4
September.....	116.5	120.5	117.2	111.9	115.5	113.6
October.....	117.1	121.3	117.2	114.1	115.8	114.1
November.....	117.9	122.5	118.2	114.5	115.9	114.8
December.....	118.1	122.5	118.2	115.2	116.4	115.9
Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—January.....	118.2	122.4	118.3	114.0	116.4	115.5
February.....	117.6	120.8	118.3	113.5	116.3	115.8
March.....	116.9	117.6	119.1	112.9	116.9	116.4
April.....	116.8	117.2	119.4	112.5	116.8	116.6
May.....	115.9	115.5	119.6	112.3	116.2	115.6
June.....	116.0	115.7	120.4	114.8	115.9	115.7
July.....	116.1	116.0	120.6	111.7	115.9	115.6
August.....	116.0	115.7	120.6	111.6	115.8	115.8
September.....	116.1	115.8	121.2	110.9	116.0	115.8
October.....	116.0	115.1	121.5	109.9	116.2	116.4
November.....	116.1	115.7	121.4	109.8	115.9	116.6
December.....	115.8	114.1	122.2	109.7	116.1	116.6
1953—January.....	115.7	113.5	122.3	109.7	116.5	116.7
February.....	115.5	112.7	122.5	109.6	116.6	116.7
March.....	114.8	111.6	122.5	109.7	116.7	115.2
April.....	114.6	110.9	122.7	109.7	116.9	115.0
May.....	114.4	110.1	122.9	110.1	116.6	115.1
June.....	114.9	111.4	123.6	110.1	116.6	115.1
July.....	115.4	112.7	123.9	110.3	117.0	115.2
August.....	115.7	112.8	124.1	110.4	117.2	115.8
September.....	116.2	114.0	124.2	110.4	117.4	115.9
October.....	116.7	115.5	124.5	110.3	117.5	116.0
November.....	116.2	113.4	125.0	110.3	117.4	116.3
December.....	115.8	112.1	125.2	110.2	117.4	116.3
1954—January.....	115.7	111.6	125.4	110.1	117.5	116.4
February.....	115.7	111.7	125.4	110.0	117.5	116.5
March.....	115.5	110.7	125.6	109.8	117.6	116.6
April.....	115.6	110.4	125.6	109.9	118.1	117.2
May.....	115.5	110.2	125.8	109.9	117.3	117.5
June.....	116.1	112.0	126.4	109.7	117.1	117.5
July.....	116.2	112.1	126.6	109.6	117.2	117.6
August.....	117.0	114.4	127.0	109.6	117.2	117.7
September.....	116.8	113.8	127.2	109.5	117.2	117.6
October.....	116.8	113.8	127.4	108.4	117.3	117.9

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA
AT THE BEGINNING OF SEPTEMBER, 1954**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	Sept. 1st, 1953	August 2nd, 1954	Sept. 1st, 1954					
St. John's, Nfld. (1).....	102.8	104.4	103.4	102.2	107.4	102.0	103.5	103.5
Halifax.....	113.8	115.3	114.8	109.1	123.0	115.6	119.0	116.0
Saint John.....	116.1	117.6	117.7	114.4	122.1	117.9	116.4	122.9
Montreal.....	116.5	117.2	116.6	113.4	133.6	110.2	115.9	116.8
Ottawa.....	115.5	117.0	116.9	112.8	129.3	112.9	115.9	118.8
Toronto.....	117.6	119.0	118.8	111.6	142.0	111.4	116.3	119.0
Winnipeg.....	114.7	116.4	115.7	112.0	124.1	114.8	113.5	117.5
Saskatoon—Regina.....	113.8	115.5	115.1	114.2	114.3	116.4	118.4	112.7
Edmonton—Calgary.....	115.1	115.4	115.7	113.5	119.7	113.7	115.5	118.1
Vancouver.....	116.2	118.1	118.1	113.7	125.5	113.1	125.5	118.8

N.B. Indexes above measure percentage changes in prices over time in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951 = 100.

TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

(Base 1949 = 100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

Source: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	Year 1951	Sept. 1951	Year 1952	Sept. 1952	Year 1953	Sept. 1953	Aug. 1954	Sept. 1954	Price Sept. 1954
Beef, sirloin steak.....	lb.	47.4	61.0	143.5	151.9	132.7	134.1	112.0	113.8	115.2	116.6	52.1
Beef, round steak.....	lb.	41.1	59.1	142.9	151.0	135.2	124.1	112.0	112.6	113.2	112.6	75.5
Beef, blade.....	lb.	43.7	52.7	151.3	150.6	133.5	126.3	112.2	100.9	101.3	101.1	48.9
Beef, stewing, boneless.....	lb.	41.0	48.5	155.3	154.7	132.9	127.7	115.2	111.1	107.0	107.0	40.9
Lamb, leg roast.....	lb.	42.2	60.3	130.1	138.5	126.7	127.8	112.2	114.0	119.5	109.1	78.6
Pork, fresh loin centre-cut.....	lb.	55.5	61.2	114.8	135.8	99.0	99.8	113.7	119.9	119.2	113.6	72.5
Pork, fresh shoulders, head off.....	lb.	50.2	54.2	117.9	130.1	101.7	101.9	104.8	112.4	100.9	101.1	49.0
Bacon, side, fancy, sliced, rind off.....	4 lb.	56.2	61.2	95.4	101.7	78.1	73.1	101.0	118.0	118.0	100.5	46.4
Lard, pure package.....	lb.	60.7	73.6	121.1	118.3	72.5	62.2	88.4	100.1	108.2	105.2	21.7
Shortening, in package.....	lb.	57.4	58.6	112.4	110.0	92.3	88.0	87.4	88.0	92.3	92.3	29.8
Eggs, grade "A", large, carton.....	doz.	77.3	91.1	116.5	135.8	96.0	112.5	106.9	130.7	99.5	102.4	63.0
Milk.....	qt.	67.3	57.8	110.0	110.0	118.4	118.5	118.5	118.5	118.5	118.5	21.1
Butter, creamery, prints.....	lb.	58.2	61.4	104.9	105.7	102.4	96.4	100.7	97.2	95.6	96.1	62.1
Cheese, plain, processed, 4 lb.....	pkg.	78.2	72.6	111.1	114.1	116.9	115.1	115.2	111.7	112.4	112.7	32.9
Bread, plain, white, wrapped, sliced.....	lb.	60.7	66.7	115.5	116.6	116.3	119.7	121.5	124.8	126.8	126.8	12.5
Flour, all purpose.....	lb.	58.4	56.8	106.9	107.6	105.9	104.7	108.9	111.9	119.5	109.0	7.6
Corn Flakes, 8 oz.....	pkg.	61.6	60.9	113.8	114.8	122.4	123.2	125.2	125.2	125.2	125.2	17.4
Tomatoes, canned 2 1/2 s.....	tin	64.3	67.2	115.0	122.6	145.6	145.6	121.8	119.6	102.2	102.7	20.8
Peas, 20 oz.....	tin	77.9	82.4	107.2	111.1	116.9	118.3	120.0	120.1	118.3	119.5	21.0
Corn, cream, choice, 20 oz.....	tin	68.5	70.7	95.9	95.5	103.2	104.6	90.3	96.2	92.6	97.1	17.8
Onions, cooking.....	lb.	68.9	83.8	99.4	101.5	158.5	159.7	116.8	104.6	130.4	118.2	8.7
Potatoes, No. 1 table.....	10 lbs.	58.1	94.1	99.9	98.9	190.9	190.6	111.8	93.6	104.8	113.5	46.5
Raisins, seedless, bulk or in bag.....	lb.	80.0	81.6	127.5	136.2	158.9	157.2	135.2	156.0	131.2	132.6	23.4
Oranges, California.....	doz.	89.2	107.7	109.6	105.8	105.3	97.2	94.8	89.5	132.6	134.3	47.3
Jam, Strawberry, 16 oz.....	jar	74.9	76.7	114.0	114.5	110.6	107.8	104.5	105.6	107.4	108.2	25.1
Peaches, 15 oz.....	tin	69.9	73.5	105.5	106.9	104.4	103.1	97.7	96.2	100.1	100.6	20.8
Sugar, granulated, bulk or in bag.....	lb.	87.5	87.5	129.8	134.1	121.0	114.9	107.8	106.8	109.8	109.8	9.3
Coffee, medium quality, in bag.....	lb.	72.7	66.4	163.2	165.5	163.0	161.4	164.1	165.7	220.5	208.6	129.8
Tea, black, 4 lb.....	pkg.	84.3	75.7	104.2	104.9	104.9	104.7	98.1	97.3	107.5	108.5	55.2

* Description and Units of Sale apply to September, 1954 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Beef					Pork			
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed), per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, hock-off, per lb.	Bacon, side, fancy, sliced, rind-off, per 1 lb. pkg.	Sausage, pure pork, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....	98.7	.....	^a 65.9	^a 47.3	64.0	80.4	77.4	^e 47.0	58.7
P.E.I.—									
2—Charlottetown.....	72.8	66.7	55.2	42.7	40.0	68.0	56.8	44.4	53.6
Nova Scotia—									
3—Halifax.....	83.6	73.2	^a 47.3	48.4	45.7	68.3	53.6	52.5	58.5
4—Sydney.....	76.9	71.9	^a 51.5	50.7	48.0	69.6	53.8	49.5	50.2
New Brunswick—									
5—Moncton.....	77.3	70.5	50.6	45.7	41.8	71.0	52.2	51.1	52.3
6—Saint John.....	79.2	70.6	51.2	51.7	44.2	74.4	54.0	53.8	51.6
Quebec—									
7—Chicoutimi.....	89.8	88.8	56.8	46.3	44.3	69.7	65.0	48.0	47.5
8—Hull.....	73.5	73.2	47.5	47.5	39.6	71.3	51.2	44.1	57.0
9—Montreal.....	92.0	86.0	^a 47.2	53.4	40.6	69.5	48.3	43.0	60.2
10—Quebec.....	87.5	82.7	^a 46.4	44.5	45.8	61.0	47.8	42.6	52.5
11—Sherbrooke.....	85.1	78.7	51.5	52.8	36.3	68.5	51.2	48.0	44.8
12—Sorel.....	82.3	76.4	52.2	43.3	44.3	67.4	51.7	47.5	60.0
13—Three Rivers.....	93.4	80.3	43.5	44.0	39.9	69.2	51.9	46.5	59.9
Ontario—									
14—Brantford.....	73.9	70.2	52.2	48.2	38.9	73.9	46.7	48.5	54.5
15—Cornwall.....	73.3	69.0	^a 43.6	46.5	38.3	68.0	50.4	45.5	56.4
16—Fort William.....	78.0	74.7	51.0	54.4	43.3	68.9	.....	48.1	55.3
17—Hamilton.....	80.9	74.5	49.9	51.5	40.9	75.7	47.5	49.8	51.7
18—Kirkland Lake.....	81.0	75.3	50.3	49.0	42.8	73.0	^d 54.2	55.2	59.8
19—London.....	78.6	74.9	49.5	49.5	42.0	74.2	47.4	50.7	55.1
20—North Bay.....	.....	.....	.....	.....	.....	.....	.....	48.8	.....
21—Oshawa.....	74.1	71.8	46.8	46.6	40.1	74.0	45.0	47.9	48.4
22—Ottawa.....	79.3	74.8	49.4	50.5	37.6	73.9	47.7	44.4	58.1
23—Sault Ste. Marie.....	77.6	76.3	^a 51.3	56.6	50.0	74.4	55.1	51.1	56.7
24—Sudbury.....	69.7	69.1	^a 49.5	49.4	38.3	67.5	^d 55.2	45.6	42.0
25—Toronto.....	81.2	75.4	^a 54.5	50.4	40.6	73.0	43.3	47.9	49.2
26—Windsor.....	73.8	68.7	^a 47.1	52.1	40.4	75.1	^d 52.2	50.1	55.6
Manitoba—									
27—Winnipeg.....	78.6	71.8	52.0	49.6	44.4	68.5	^d 54.0	47.4	48.2
Saskatchewan—									
28—Regina.....	74.9	69.0	^a 50.7	49.1	39.5	63.7	^d 54.3	49.8	54.2
29—Saskatoon.....	78.5	76.6	^a 53.2	58.4	48.1	64.5	^d 55.3	48.3	52.6
Alberta—									
30—Calgary.....	79.6	71.6	54.8	53.0	40.8	65.6	^d 54.6	46.6	51.4
31—Edmonton.....	74.2	68.8	^a 46.2	50.9	39.2	60.8	46.3	46.5	45.1
British Columbia—									
32—Prince Rupert.....	87.2	80.2	^a 55.6	54.0	42.8	74.8	63.0	52.6	62.8
33—Trail.....	81.0	75.0	62.3	55.5	44.8	72.8	56.3	49.0	62.0
34—Vancouver.....	95.3	78.8	58.2	57.5	44.9	77.5	^d 59.8	50.0	55.6
35—Victoria.....	95.3	81.7	58.6	57.7	51.8	75.2	57.1	8.4	53.8

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Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose, per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar	Eggs, fresh, Grade "A", large, carton, per doz.	Milk, fresh, per quart	Butter, creamy, first grade, per 1 lb. print.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—									
1—St. John's.....		8-3	12-7	20-4	10-8	57-2	73-3	32-0	74-0
P.E.I.—									
2—Charlottetown.....	75-3	8-0	14-4	19-2	9-9	52-1	58-4	17-0	64-4
Nova Scotia—									
3—Halifax.....	74-5	8-5	12-8	18-6	8-8	50-6	^g 64-9	20-5	64-3
4—Sydney.....	72-8	8-7	14-0	19-2	10-1	50-8	^g 65-9	22-0	65-6
New Brunswick—									
5—Moncton.....	72-5	8-5	15-6	18-6	9-3	52-7	^g 63-7	20-0	64-2
6—Saint John.....	77-9	8-4	13-3	18-9	9-0	49-4	^g 67-6	21-0	65-6
Quebec—									
7—Chicoutimi.....		8-4	16-0	19-2	9-5	55-2	68-4	20-0	59-6
8—Hull.....	82-3	7-8	12-7	17-6	9-4	46-2	^g 65-3	22-0	59-4
9—Montreal.....	78-1	7-9	12-7	17-3	8-5	50-1	65-6	20-0	60-3
10—Quebec.....	79-7	7-8	12-5	17-9	8-9	52-7	65-3	20-0	62-3
11—Sherbrooke.....	81-0	7-7	13-1	17-9	8-6	50-0	^g 64-5	20-0	60-0
12—Sorel.....		7-8	12-7	18-0	8-9	47-2	^g 58-1	19-0	59-3
13—Three Rivers.....		8-0	12-7	17-3	9-3	50-6	^g 62-8	19-0	58-9
Ontario—									
14—Brantford.....	79-5	8-0	12-7	17-6	9-3	45-3	^g 63-5	21-0	61-4
15—Cornwall.....		7-7	12-7	18-1	9-2	46-7	^g 61-0	20-0	60-5
16—Fort William.....		7-9	14-0	19-0	9-7	53-2	^g 63-1	23-0	62-8
17—Hamilton.....	84-9	8-2	12-7	17-6	9-4	46-1	^g 66-3	22-0	62-5
18—Kirkland Lake.....	75-7	8-1	12-0	18-9	10-0	51-4	69-2	25-0	61-8
19—London.....	82-8	8-0	12-7	17-5	9-5	46-8	^g 61-8	21-0	62-8
20—North Bay.....		8-3	13-0	19-1	10-2	47-2		22-0	63-4
21—Oshawa.....	76-3	7-9	12-7	17-5	9-2	45-5	^g 64-8	21-0	60-7
22—Ottawa.....	80-4	8-0	12-7	17-4	9-2	47-9	67-0	21-6	61-3
23—Sault Ste. Marie.....		8-3	13-3	19-2	10-3	49-5	67-4	23-0	62-7
24—Sudbury.....	73-2	8-1	13-3	18-2	9-9	48-7	66-0	23-0	62-2
25—Toronto.....	79-8	7-7	12-7	17-4	8-8	44-2	^g 62-8	22-0	62-2
26—Windsor.....	74-6	8-1	12-7	17-6	9-4	48-8	64-1	22-0	61-9
Manitoba—									
27—Winnipeg.....	76-4	7-5	15-0	17-8	10-8	^t 69-9	^g 60-6	21-0	61-5
Saskatchewan—									
28—Regina.....	74-2	7-9	14-4	18-4	11-5	^t 68-1	58-1	19-0	60-4
29—Saskatoon.....		7-8	13-6	17-7	13-0	^t 64-4	^g 57-9	20-5	61-1
Alberta—									
30—Calgary.....	76-7	7-6	14-4	18-1	11-1	^t 63-6	^g 63-3	21-0	63-1
31—Edmonton.....	78-6	7-7	14-4	17-9	11-1	^t 64-3	^g 59-3	20-0	65-3
British Columbia—									
32—Prince Rupert.....	91-8	8-5	14-0	18-8	10-7	^t 63-8	68-4	31-0	67-1
33—Trail.....	85-0	8-2	17-0	18-2	11-0	^t 67-6	^g 69-8	23-0	66-6
34—Vancouver.....	77-8	7-9		17-9	9-3	^t 58-9	^g 62-9	21-4	66-0
35—Victoria.....	85-5	7-8	16-0	17-9	9-6	^t 60-6	^g 67-4	24-0	66-6

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Cheese, plain, processed, per 1 lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per 1 lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, 2 1/2 lbs (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
Newfoundland—										
1—St. John's.....	35.3	32.4	.....	34.6	.....	19.0	48.7	27.0	24.9	22.6
P.E.I.—										
2—Charlottetown.....	36.8	.....	29.1	32.1	27.7	19.6	21.0	24.3	23.3	21.4
Nova Scotia—										
3—Halifax.....	35.6	40.4	29.0	31.2	25.6	18.7	22.2	23.2	23.5	19.6
4—Sydney.....	36.1	38.5	27.2	30.6	26.2	21.5	23.2	23.6	23.2	20.4
New Brunswick—										
6—Moncton.....	36.2	37.6	28.3	31.1	25.2	19.2	23.1	22.6	23.2	18.5
6—Saint John.....	36.5	39.0	29.6	31.2	25.9	18.0	22.2	20.7	24.4	18.0
Quebec—										
7—Chicoutimi.....	35.7	.....	29.4	34.0	26.4	18.2	.....	20.5	22.7	20.0
8—Hull.....	32.2	.....	25.6	28.8	24.5	16.9	19.5	19.0	21.2	15.4
9—Montreal.....	33.3	.....	26.6	30.2	24.8	17.5	19.4	17.8	21.1	19.3
10—Quebec.....	34.5	.....	27.9	31.3	25.2	17.5	20.4	19.8	21.0	18.1
11—Sherbrooke.....	34.1	.....	25.5	29.9	24.9	17.4	21.8	18.7	20.8	19.6
12—Sorel.....	33.4	.....	26.8	29.7	25.2	17.2	21.4	19.4	19.4	16.2
13—Three Rivers.....	33.6	.....	25.0	30.0	25.2	17.6	.....	18.6	20.9	19.6
Ontario—										
14—Brantford.....	32.9	39.5	25.8	29.6	24.8	18.7	20.8	21.6	21.2	17.6
15—Cornwall.....	33.7	37.1	28.0	29.9	24.6	17.8	19.6	19.2	20.2	16.9
16—Fort William.....	35.8	37.8	25.2	30.0	24.6	19.6	20.9	22.0	.....	18.4
17—Hamilton.....	33.2	38.8	26.3	30.9	24.9	19.1	21.5	21.0	21.6	16.2
18—Kirkland Lake.....	33.6	37.4	27.6	31.8	25.8	19.4	22.0	21.4	22.7	18.3
19—London.....	32.8	39.1	27.9	30.0	24.8	18.2	21.1	21.7	20.6	17.5
20—North Bay.....	34.0	39.0	30.2	30.4	28.8	18.5	.....	20.8	22.0	17.4
21—Oshawa.....	32.8	40.4	27.0	29.2	23.5	18.0	20.2	20.3	20.3	16.6
22—Ottawa.....	32.9	39.5	26.9	30.4	24.1	17.8	21.3	19.4	22.0	17.3
23—Sault Ste. Marie.....	34.4	39.9	28.6	31.1	25.3	17.6	.....	20.4	23.2	17.6
24—Sudbury.....	33.0	37.3	27.0	29.6	24.0	18.4	.....	19.9	22.2	15.4
25—Toronto.....	32.4	39.3	27.1	29.8	23.3	17.8	21.5	20.4	21.1	16.9
26—Windsor.....	33.1	39.6	27.0	30.6	24.4	19.1	21.7	19.2	m 16.8	m 15.7
Manitoba—										
27—Winnipeg.....	35.2	41.1	22.7	29.0	24.6	18.3	21.9	22.0	m 16.7	17.9
Saskatchewan—										
28—Regina.....	36.1	41.0	23.2	32.0	25.1	19.6	23.0	24.2	23.7	18.8
29—Saskatoon.....	35.1	39.3	21.4	31.3	24.5	19.8	21.8	22.0	23.1	19.5
Alberta—										
30—Calgary.....	34.3	39.7	20.0	31.2	24.2	19.0	22.2	25.2	20.2	19.7
31—Edmonton.....	35.1	41.7	21.8	32.9	24.9	19.8	22.3	25.0	23.1	19.6
British Columbia—										
32—Prince Rupert.....	37.8	40.2	27.4	33.1	25.0	22.3	24.4	28.0	m 18.2	17.3
33—Trail.....	36.8	40.6	25.5	34.3	25.2	21.6	23.2	28.2	m 20.0	19.1
34—Vancouver.....	35.4	39.6	26.2	30.1	23.0	18.6	22.0	26.0	m 15.3	15.2
35—Victoria.....	35.1	40.1	25.9	30.6	23.0	18.3	21.8	24.2	m 17.9	16.2

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (d) Including butts. (e) Local. (f) Imported. (g) Mixed-carton and loose.

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Locality	Oranges, California, 28 1/2 a, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Prunes, medium size, per lb., pkg.	Raisins, seedless, Australian, per lb.	Tes, black, medium quality, per 1/2 lb., pkg.	Coffee, medium quality, in bags, per lb.	Coal	
	cts.	cts.	cts.	cts.	cts.	cts. k	cts. w	cts. v	\$	\$
Newfoundland—										
1—St. John's.....	50.1	27.7	56.3	10.7	34.3	26.0	65.2	1.449		22.87
P.E.I.—						n		v		
2—Charlottetown.....	44.7	23.4	36.5	10.0	20.0	27.3	53.9	1.405		17.50
Nova Scotia—										
3—Halifax.....	50.1	22.5	40.1	9.1	28.6	23.6	55.2	1.452		19.50
4—Sydney.....	50.4	25.0	48.2	9.3	20.8	25.4	55.0	1.465		13.60
New Brunswick—						n		v		
5—Moncton.....	52.2	23.2	39.2	9.0	29.3	25.0	53.7	1.373		19.50
6—Saint John.....	51.0	23.1	43.0	9.7	30.9	27.4	57.4	1.460		10.09
Quebec—						n		v		
7—Chicoutimi.....	40.8	20.3	38.7	12.1		27.5	60.0	1.448	28.00	
8—Hull.....	45.0	19.1	44.9	10.1	28.1	24.9	56.1	1.395	26.50	
9—Montreal.....	45.9	15.8	40.3	10.3	31.4	24.8	51.8	1.376	26.28	
10—Quebec.....	47.7	18.5	31.1	10.2	30.1	25.6	55.1	1.391	28.38	
11—Sherbrooke.....	40.8	17.6	35.3	9.1	30.1	24.5	56.0	1.421	26.00	
12—Sorel.....	45.9	17.2	38.0	10.1	29.7	23.6	56.3	1.433	26.25	
13—Three Rivers.....	48.6	18.9	37.4	11.1	29.1	24.9	56.3	1.378	25.50	
Ontario—						n				
14—Brantford.....	45.9	18.9	51.0	8.2	30.9	22.9	54.8	1.342	25.40	
15—Cornwall.....	45.0	19.0	39.9	8.5	31.3	25.1	55.9	1.365	28.50	
16—Fort William.....	47.1	20.7	50.1	8.3	27.8	26.0	54.2	1.340	26.75	
17—Hamilton.....	47.4	18.9	52.6	8.9	29.8	23.2	54.8	1.337	24.56	
18—Kirkland Lake.....	51.9	21.2	54.2	9.6	32.2	25.6	57.2	1.362	30.25	
19—London.....	47.1	18.8	50.9	8.8	29.5	22.4	54.5	1.377	26.00	
20—North Bay.....	47.7	21.0	56.8	9.6		24.5	55.0	1.457	28.19	
21—Oshawa.....	46.5	20.8	46.7	8.8	27.5	22.7	57.8	1.293	25.60	
22—Ottawa.....	44.4	19.1	47.1	9.4	29.3	24.5	54.5	1.346	26.50	
23—Sault Ste. Marie.....	47.4	21.1	57.1	10.7	30.9	24.4	57.5	1.311	26.00	
24—Sudbury.....	52.5	20.3	54.5	9.4	28.4	24.7	52.0	1.327	27.77	
25—Toronto.....	44.1	17.7	47.6	8.3	29.6	24.1	54.0	1.313	23.81	
26—Windsor.....	42.6	18.8	47.4	8.3	32.0	24.5	55.0	1.323	25.75	
Manitoba—						n				
27—Winnipeg.....	50.1	21.8	33.9	7.5	30.5	27.3	52.9	1.302		21.15
Saskatchewan—										
28—Regina.....	51.6	23.3	54.5	9.5	31.0	26.4	54.2	1.314		18.50
29—Saskatoon.....	57.0	24.2	67.3	11.3	32.2	24.7	50.5	1.302		17.98
Alberta—						n				
30—Calgary.....	53.4	24.1	56.2	9.3	30.4	24.7	53.5	1.278		
31—Edmonton.....	54.6	23.5	62.4	10.8	32.4	25.4	53.0	1.344		8.58
British Columbia—						n				
32—Prince Rupert.....	51.0	25.1	59.2	9.6	29.3	25.7	55.0	1.297		22.00
33—Trail.....	47.4	23.8	56.0	9.0	29.1	27.3	52.7	1.328		19.75
34—Vancouver.....	45.3	19.8	51.7	7.9	26.9	23.5	52.7	1.305		21.02
35—Victoria.....	46.5	20.3	48.3	8.8	29.4	23.6	51.3	1.331		22.05

(h) Evaporated milk, 17.0¢ per 10 oz. tin. (k) Californian. (m) 15 oz. tin. (n) Mixed—Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1935-1939 = 100)

Source: Dominion Bureau of Statistics

	1913	1918	1929	1933	1939	1952	1952	Aug. 1953	July 1954	Aug. 1954
All Commodities										
Classified According to Chief Component Material.....	83.4	106.0	124.6	87.4	99.2	226.0	220.7	222.2	217.4	215.8
I. Vegetable Products.....	79.8	175.6	125.7	81.4	89.1	210.3	199.0	201.9	196.6	197.1
II. Animals and Their Products.....	94.4	169.3	145.2	79.1	100.6	248.2	241.7	217.8	239.9	239.7
III. Fibres, Textiles and Textile Products.....	81.6	220.4	128.1	97.8	98.9	251.5	239.0	207.9	231.2	230.8
IV. Wood, Wood Products and Paper.....	88.7	129.7	130.3	87.2	107.5	201.0	288.6	288.4	287.4	287.6
V. Iron and Its Products.....	72.3	104.5	98.2	89.5	104.8	219.0	221.4	220.6	211.8	211.5
*VI. Non-Ferrous Metals and Their Products.....	133.9	193.0	134.9	87.5	100.0	172.9	168.6	168.2	167.8	167.3
VII. Non-Metallic Minerals and Their Products.....	66.7	96.6	106.0	99.1	99.7	173.9	179.9	178.9	176.4	175.8
VIII. Chemicals and Allied Products.....	79.9	149.5	120.2	102.4	100.3	180.1	175.7	176.0	176.7	176.7
Classified According to Degree of Manufacture										
I. All Raw (or partly manufactured).....	85.1	151.4	126.1	79.3	94.9	218.7	207.0	210.1	207.4	204.9
II. All Manufactured (fully or chiefly).....	86.2	109.8	123.7	93.3	101.9	230.7	228.8	229.7	223.6	222.3
Non-Residential Building Materials (1949 = 100)										
Residential Building Materials.....					60.3	123.2	124.4	124.5	121.2	120.2
Canadian Farm Products Total.....					102.3	284.8	282.6	283.7	278.0	278.0
Field.....			112.4	89.0	92.6	250.2	219.5	213.6	214.4	207.9
Animal.....			140.8	69.3	83.7	293.0	175.1	157.2	166.6	167.6
			137.2	69.3	101.5	277.5	263.8	269.9	262.1	248.2
			144.4	69.2						

* Gold is included from 1935 to date.
The indexes for 1954 are subject to revision.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-SEPTEMBER, 1953-1954†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1954*						
January.....	24†	24	10,619†	10,619	156,969	0.19
February.....	7	17	749	4,631	52,270	0.06
March.....	12	18	1,107	1,722	13,945	0.02
April.....	24	33	1,657	2,268	24,661	0.03
May.....	7	20	2,032	3,341	31,040	0.04
June.....	20	31	9,086	10,157	86,085	0.10
July.....	15	29	4,410	6,607	54,111	0.07
August.....	8	20	1,207	3,959	48,210	0.06
September.....	14	21	8,597	9,815	127,582	0.15
Cumulative totals.....	131		39,464		594,873	0.08
1953						
January.....	14†	14	2,136†	2,136	31,050	0.04
February.....	11	19	2,448	3,757	23,777	0.03
March.....	12	20	4,479	5,405	32,998	0.04
April.....	15	22	2,854	3,626	29,180	0.03
May.....	17	30	2,740	4,752	36,097	0.04
June.....	16	31	4,809	6,452	57,300	0.07
July.....	17	32	4,653	7,399	73,898	0.09
August.....	8	22	5,038	9,031	94,578	0.11
September.....	27	41	13,499	17,012	126,306	0.15
Cumulative totals.....	137		42,656		505,184	0.07

* Preliminary figures.

† Strikes untermminated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER 1954 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to September 1954				
MINING— Base metal miners and mill workers, Riondel, B.C.	1	216	1,900	Commenced June 16; for a new agreement providing for increased wages to rates at neighbouring mine, following reference to con- ciliation board; terminated Sep- tember 14; conciliation; com- promise.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Bakery and confectionery workers, Vancouver and Nanaimo, B.C.	7	471	9,000	Commenced July 8; for a new agree- ment providing for reduced hours from 38 to 35 per week and other changes, following reference to conciliation board; partial return of workers; untermiated.
<i>Tobacco and Liquors—</i> Brewery workers, Regina, Sask.	1	130	2,700	Commenced July 30; for a new agreement providing for increased wages and other changes; untermi- nated.
<i>Textiles, Clothing, etc.—</i> Hosiery factory workers, Richmond, Que.	1	109	1,300	Commenced August 31; protesting proposed reduction in wages in new agreement under negotiations; terminated September 17; negoti- ations; in favour of employer.
<i>Metal Products—</i> Hardware and brass pro- ducts factory workers, Stratford, Ont.	1	36	750	Commenced August 13; for a new agreement providing for increased wages, following reference to con- ciliation board; untermiated.
<i>Miscellaneous—</i> Mattress and bedding factory workers, Toronto, Ont.	5	250	3,250	Commenced August 13; for new agreements providing for increased wages and fringe benefits, following reference to conciliation board; terminated September 20; negoti- ations; compromise.
TRADE— Ladies wear store clerks, Sudbury, Ont.	1	6	100	Commenced June 29; for a union agreement providing for increased wages and union security; employ- ment conditions no longer affected by the end of September; indefinit

Strikes and Lockouts Commencing During September 1954

MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Hosiery factory workers, Richmond, Que.	1	34	285	Commenced September 20; pro- testing proposed reduction in piece- work rates; untermiated.
<i>Pulp, Paper and Paper Pro- ducts—</i> Paper box factory workers, Montreal, Que.	1	184	275	Commenced September 13; alleged violation of seniority in transfer of a worker; terminated September 14; return of workers pending reference to arbitration; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER 1954 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During September 1954—Continued				
<i>Metal Products—</i>				
Farm implement factory workers, Toronto, Ont.	1	2,500	36,000	Commenced September 11; for a new agreement providing for increased wages and other changes, following reference to conciliation board unterminated.
Wire cloth factory workers, Niagara Falls, Ont.	1	200	2,000	Commenced September 17; for a new agreement providing for increased wages and other changes; untermi- nated.
<i>CONSTRUCTION—</i>				
<i>Buildings and Structures—</i>				
Carpenters, masons, brick- layers and plasterers, Kingston, Ont.	.....	360	1,800	Commenced September 2; for new agreements providing for increased wages, following reference to con- ciliation board; terminated Sep- tember 9; negotiations; compro- mise.
Electricians, Sarnia, Ont.	⁽³⁾ 120	600	Commenced September 9; for a new agreement providing for increased wages, following reference to con- ciliation board; terminated Sep- tember 15; negotiations; com- promise.
Plumbers and steamfitters, Montreal, Que.	.....	4,000	56,000	Commenced September 13; for a new agreement providing for increased wages, following reference to arbi- tration board; unterminated.
Carpenters, London, Ont.	2	19	45	Commenced September 15; pro- testing employment of machinists on certain work; terminated Sep- tember 17; negotiations; indefinite, result not reported.
Carpenters, Ottawa, Ont.	18	⁽⁴⁾ 900	9,000	Commenced September 17; for im- plementation of award of con- ciliation board for increased wages in new agreement under negoti- ations; unterminated.
Building trades workers, London, Ont.	2	93	279	Commenced September 28; pro- testing delivery of materials by non-union truck drivers; terminated September 30; return of workers; in favour of employer.
<i>TRADE—</i>				
Dairy workers and route salesmen, Pembroke, Ont.	1	17	35	Commenced September 13; alleged discrimination in dismissal of six workers; terminated September 15; negotiations; in favour of workers, all reinstated.
<i>SERVICE—</i>				
<i>Business and Personal—</i>				
Garage workers, Port Alberni and Alberni, B.C.	7	43	800	Commenced September 7; for new agreements providing for reduced hours from 44 to 40 per week with same take-home pay, following reference to conciliation board; unterminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER 1954 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During September 1954—Concluded				
Beverage room employees, London, Ont.	12	120	1,400	Commenced September 13; for a new agreement providing for increased wages and other changes, following reference to conciliation board; terminated September 28; negotiations; compromise.
RECREATION— Musicians, Toronto, Ont.	1	7	63	Commenced September 7; refusal to work with members of another union; terminated September 17; conciliation; in favour of employer.

(¹) Preliminary data based where possible on reports from parties concerned; in some cases incomplete; subject to revision for the annual report.

(²) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(³) 500 indirectly affected; (⁴) 150 indirectly affected.

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